

THAILAND'S REPLY

QUESTIONNAIRE ON THE IMPLEMENTATION OF THE BEIJING PLATFORM FOR ACTION

*to be submitted to the Secretary-General
of the United Nations*

July 1999

CONTENTS

1. **Preface**
2. **Part One: Overview of trends in achieving gender equality and women's advancement**
3. **Part Two: Financial and institutional measures**
4. **Part Three: Implementation of the critical areas of concern of the Beijing Platform for Action**
5. **Annex I: Table summarizing Part Three**
6. **Annex II: Statistics on Women and Men in Thailand**

PREFACE

This report constitutes Thailand's response to the questionnaire designed by the Secretary-General of the United Nations as a framework to assist national governments in assessing and reporting the implementation of the Beijing Platform for Action. Hopefully, this report will provide comprehensive national inputs for the special session to review and assess the progress achieved in implementing the Nairobi Forward-Looking Strategies for the Advancement of Women and the Beijing Platform for Action to be convened by the United Nations' General Assembly in June 2000. The reply to the questionnaire by Thailand was successfully completed with the shared contributions of many parties and individuals concerned. Appreciations are recorded below.

First, there has been the cooperation of the staff of the Office of the National Commission on Women's Affairs who formed a working group drafting responses to the questionnaire corresponding to their fields of expertise.

Second, the draft reply was developed along constructive comments and substantive inputs from the Ad Hoc Committee on the Preparation of the Report on Thailand's Implementation of the Beijing Platform for Action under the National Commission on Women's Affairs. Thanks are extended to individual experts and representatives from governmental and non-governmental organizations who made up the composition of the Committee.

Third, the drafting greatly benefited from updated data advised by a number of GOs and NGOs involved in working for women.

Fourth, special thanks go to Dr. Saisuree Chutikul, Senator and Advisor to the Office of the Permanent Secretary of the Prime Minister's Office, and Ms. Srisawang Phuavongsephatya, a time-honoured woman activist and resource person. The two, in their capacity of the Chairperson and Vice Chairperson to the Preparatory Committee respectively and both in their personal capacity, gave pools

of advice and guidance for the development of a comprehensive national report.

Finally, acknowledgement is made to the work of the editors, - Dr. Jean Barry, S.J., and Ms. Christina Will.

This report consists of replies to the three parts of the Questionnaire, i.e. Part One: Overview of trends in achieving gender equality and women's advancement, Part Two: Financial and institutional measures, and Part Three: Implementation of the critical areas of concern of the Beijing Platform for Action. For more complete information, there is Annex I: Table summarizing Part Three and Annex II: Statistics on Women and Men in Thailand.

Part One

Overview of trends in achieving gender equality and women's advancement

1. Give a brief analytical overview (3 to 6 pages) of trends in your country in implementing the Platform for Action. This overview or broad picture should, for example, describe the country's policy with regard to achieving the goal of equality between women and men and should be linked to your national action plan or other plans or strategies. Your response could, for example, address questions such as:

1.1 Q: What have been the major achievements and/or breakthroughs in concrete terms in implementing the national action plan and/or policies and programmes for gender equality and advancement of women?

A: After the United Nations proclaimed 1975 as the International Women's Year and Thailand participated in the declaration of the United Nations Women's Decade in 1976, there has been efforts to bring to attention the needs and concerns of women at the national level. That resulted in the formulation of the long-term Policies and Planning for Women's Development (1982-2001) and the later adjusted version (1992-2011), as well as the five-year Women's Development Plans to be integrated in the National Economic and Social Development Plans. The current Women's Development Plan (1997-2001) incorporated the concerns from the Beijing Platform for Action.

In 1997, Thailand began to use a new constitution that guarantees the equal rights of men and women. It provides for an establishment of a National Human Rights Commission to oversee violation of human rights and to promote human rights in accordance with international obligations.

A number of laws have been reviewed concerning the issues of gender equality and women's rights promotion. Examples are: 1) a group of three revised laws to counteract prostitution and trafficking in women and children, namely, the Prostitution Prevention and Suppression Act of 1996, the Measures in Prevention and Suppression of Trafficking in Women and Children Act of 1997, and the Penal Code Amendment Act (No. 14) of 1997; and 2) the Labour Protection Law of 1998 which guarantees gender equality in employment and prohibition of sexual harassment.

1.2 Q: Is the situation of women and girls in sectors not covered by the national action plan better or worse than in 1995? Why?

A: The Women's Development Plan does not include some groups of women such as non-Thai women and children from different ethnic groups, refugees etc.

The problems of the non-Thai women were related to national security. Now their rights to citizenship are better accepted. The Minister of Interior has granted alien status to around 300,000 people who lived in Thailand for at least 15 years, as of October 1995. After obtaining the alien status, they have had to show they are permanently settled in one place in order to gain Thai citizenship. Their offspring will gain Thai citizenship as well. These operations have enabled female hilltribe people and children to have better access to the services provided by the country.

As for the refugees, they have been granted all necessary services. Government agencies cooperate closely with UNHCR and other relief agencies to ensure continual supply of food, energy, transportation, health and water sanitation for the refugees. The UNHCR plays a significant role in providing financial assistance to other relief agencies. In addition, the Thai government has insisted the UNHCR to play an expanded role in dealing with the Myanmar displaced persons as they are the majority group of them.

1.3 Q: Are the goals of gender equality and advancement of women being pursued as a priority in relation to other public goals? Please explain.

A: Most political parties formulate policies on gender equality and the advancement of women. They identify ways to provide skills training programmes for women, to promote women's status and eliminate discrimination against women and to protect women and children to receive fair incomes and welfare. Further attention is paid to women and children in commercial sex services.

1.4 Q: What were the country's priorities in terms of the critical areas of concern of the Platform for Action? Explain.

A: In implementing the 12 areas of concern from the Platform, Thailand has put special emphasis on the issues of gender equality, violence against women, the girl-child, human rights of women as well as trafficking in women and children.

Women have taken part in human rights movement.

It is proposed that one-third members of the committee of the National Human Rights Commission be women. Participation of women in politics and decision-making is increasing significantly at the local level to pave the way to the national level. In 1990, 1993 and 1996 women became heads of villages, 1.35 per cent, 1.79 per cent and 9.68 per cent respectively.

Proportionate attention has also been paid to other areas, except for that of women in armed conflicts which has been given low priority, as this is not considered a critical issue in Thailand's situation. Our work with respect to this issue has been more of assistance in terms of shelters, education and health services rendered to refugees, displaced people and asylum seekers, most of them being women and children, on a humanitarian basis.

1.5 Q: Identify areas where mainstreaming a gender perspective has been most/least successful. In which sectors is a gender approach being applied? Please illustrate with examples of legislation, policies, best practice and lessons learned.

A: The most successful sector where a gender perspective has been applied is the economic sector. Women's participation in the economic sector is increasing. Thailand's new Labour Protection Law of 1998 for the first time stipulates gender equity in employment, health protection, work safety and the prohibition of sexual harassment of female employees by employers. Also the law prohibits employers from terminating employment of female employees on the basis of pregnancy. The regulation for maternity leave is 90 days with full pay both in the public and the private sectors. If needed, an additional 150 days without pay is allowed.

The sector where the gender issue is being less implemented seems to be the mass media sector. Television has few programmes for women, and most of them emphasize the traditional roles of women. Content about relevant laws and political issues is rarely existent. In addition, there are still negative images of women portrayed in the mass media. The stereotyped images are that women are always dependent on men and merely good to perform the roles of mother and wife that have to be gentle and kind. In fact, women are active in a variety of careers and professions and there are about 13.73 million of women workers. However, a survey of the mass media programmes and articles shows men in a superior position either at home or in the workplace, and women pursuing mainly traditionally prescribed careers and roles such as secretaries, nurses, housemaids, teachers, prostitutes, and minor wives. Furthermore, the women depicted rarely reach the top of their profession. However, efforts have been made to solve these problems, both GOs and NGOs provide various television and radio programmes to promote new images of women.

1.6 Q: Has attention to gender equality and advancement of women changed since 1995 – in Government policies, in public perception, in the media, and in academic institutions? Please explain concretely the nature of the change.

A: From 1995 onwards, governments have paid attention to women and children continually. Various governments have formulated policies to revise laws, rules and regulations that discriminate against women; to encourage women to enjoy equal opportunity with men in employment and provide them with skills training programmes and protection at work including fair income and welfare; and to promote and support GOs, NGOs and community organizations to play roles in combating women and children labour and trafficking.

In the mass media, as mentioned, stereotyped images of women still exist. The limited portrayal of roles and status of women in the media has imposed constraints on the generation of ideas, on the awareness to utilize the potential and capacity of women, as well as on the access to factual information. In an information society, the mass media can reach people very fast. They are the institutions that influence attitudes and values of the members of society. Presented stereotypes of women in the mass media result in public perception. Traditional stereotypes of women and men still dwell in the Thai society as a result.

However, a few changes have been detected in recent years. Gender-oriented television and radio programmes as well as talkshows, newspapers and magazines have increasingly helped to mitigate traditionally negative attitudes towards women.

1.7 Q: How has the global situation, for example, structural adjustment, the global financial crisis and/or globalization of markets affected women and girls in your country?

A: The rapid movement towards the globalization of production has powered the growth of world trade. With higher competition in trade, the competitive edge of the country depends on

the quality of the people who form an important labour force. Thailand is at present poorly equipped to meet challenges in this area, with the experience of globalization highlighting the relatively poor condition of the nation's human resources, which has been a contributory factor in the loss of competitiveness and economic downturn.

Since 1997 Thailand has faced a severe economic crisis. Around 80 per cent of the unskilled labour in the manufacturing sector and many in the industries where such labour is strongly represented have been badly affected by the crisis. Having the least secure types of labour contracts and often being employed on a temporary basis, unskilled labour is among the first to be laid off, often receiving little or nothing in the way of compensation.

The informal sector, which functions as a sector of last resort, is where women predominate, especially in food processing, petty-trading and home working. Such enterprises mostly tend to be small, have low capitalization and technology, few assets, poor access to markets and credit, low levels of managerial and business skills and low levels of profitability, often being dependent for their survival on high investments of time and energy and even self-exploitation. They are also without legal and social protection. Vulnerability has increased as a result of the crisis. Women workers, who make up more than one-third of all self-employed workers in Thailand, depending on export orders, have experienced a sharp decline in sales volume as well as falling piece work rates.

There is mounting evidence that increasing numbers of women are being driven into prostitution, including part-time prostitution, as a consequence of the crisis.

Perhaps the most damaging implication of the crisis for women is that it tends to reinforce deep-rooted gender biases which will have a negative impact on the efforts being made, supported by the new Constitution, to achieve social, economic and political emancipation. The crisis is reinforcing the view that, in times of falling incomes and job insecurity, men should be regarded as the

main breadwinners and women should be wives and mothers as before.

Moreover, the divorce rate is increasing significantly. After divorce, women mostly, are responsible for taking care of their children. Being single mothers, the women have to work harder and earn more income to support their children and themselves. Often the women experience stress and strain over financial problems, this having an impact on the physical and mental health of the mothers and the children.

To alleviate social problems arising from the economic crisis, especially the unemployment problem, the government has adopted many programmes and projects to tackle the problems and create income for the poor. Some examples are the Social Investment Project (SIP), supported by the World Bank, OECF, UNDP and USAID; the Miyasawa Plan, funded from JEXIM and OECF; and the Social Sector Program Loan, funded from ADB etc. Although the implementation of these programmes and projects is still in process, it is expected that this will, to a great extent, decrease the severity of the problems Thailand is currently facing.

Part Two

Financial and institutional measures

2. Q: Discuss how gender equality and women's advancement are addressed in the national budget. This could be an indication of the percentage of the overall budget that is allocated for women-specific policies/programmes, and any increases/decreases since 1995. What percentage of this allocation comes from international or bilateral donors? Describe efforts to monitor budgetary allocations related to achieving gender equality and advancement of women.

A: Given the fact that women compose half of the country's population, women should constitute one of the main groups at which half of the budget is targetted. On the contrary, women are always perceived as subordinate or disadvantaged groups in the society. As a result, their access to financial resources is often limited. To address this problem, the Thai government has established a budget specifically allocated for programmes and project formulation for women. For instance, there are women's budgets in budget allocation for the Department of Community Development under the Ministry of Interior and the National Commission on Women's Affairs (NCWA), as well as budgets to support women's welfare at the Department of Public Welfare of the Ministry of Labour and Social Welfare.

The budget allocated for the above-mentioned agencies between 1995-1999 has increased and decreased in proportion as a result of the financial crisis, as showed below.

The budget of the Department of Community Development has been provided for women's development between 1995-1999 amounting to 103.895 million baht, 117.593 million baht, 134.523 million baht, 97.547 million baht and 47.246 million baht respectively.

The budget of the NCWA during the period has been 19.610 million baht, 20.627 million baht, 26.982 million baht, 20.062 million baht and 20.302 million baht.

The budget of the Department of Public Welfare has been provided at 211.630 million baht, 218.355 million baht, 239.654 million baht, 223.470 million baht and 211.646 million baht.

In summary, the budget combination of the three agencies increased in proportion by 6.4 per cent in 1996 and 12.6 per cent in 1997, but in 1998 and 1999 the proportion was reduced by 15.0 per cent and 18.1 per cent respectively as the result of financial crisis.

The Government's budget contribution through various agencies responsible for human resource development cannot provide separate budget allocations for women despite the mentioned fact that women constitute half of the human resources. These agencies are, for example, Department of Health, Ministry of Public Health; Department of Labour Protection and Welfare, Ministry of Labour and Social Welfare; several agencies in Ministry of Education; and the Office of the Civil Service Commission, Prime Minister's Office. This seems to indicate that women will most likely not be the beneficiaries of the 50 per cent of the available fiscal resources.

In addition to the government budget, the NCWA, which is the national focal point responsible for policy formulation for the advancement of women, has been supported by various international agencies and institutes such as DANIDA, CIDA, ILO, IOM, UNICEF, UNDP, UNFPA, UNIFEM and other organizations. Such assistance received by the NCWA from 1995-1998 was: in 1995 in the amount of 24.5 million baht, in 1996 in the amount of 6.3 million baht and in 1997-1998 in the amount of 2.7 million baht.

The government (NCWA) has also played a crucial role in providing budget support for women's NGOs since 1995 at the amount of 2,882,350 baht. In 1997 saw a budgetary contribution of 200,000 baht and in 1999 of 211, 000 baht.

3a) Q: Discuss structures and mechanisms that have been put in place to institutionalize follow-up to, and implementation of, the Platform for Action. Describe whether similar mechanisms have been established for follow-up to other conferences, such as the World Summit for Social Development or the Vienna World Conference on Human Rights.

A: After Thailand made the commitment to implement the Beijing Platform for Action, the NCWA has engaged in the following follow-up activities:

1) The NCWA has assigned two Ad-hoc Committees to take charge of the National Plan of Action to implement the Beijing Platform for Action. The NCWA set up an Ad Hoc Committee on the Follow-up Activities to the Beijing Conference to identify issues in the Platform which correspond to the Eighth National Economic and Social Development Plan (1997-2001) and the long-term Perspective Policies and Planning for Women's Development (1992-2011). Also identified were government's policy statements and priority issues in the Thai context. Outputs from that Ad Hoc Committee were then transmitted to the functioning Ad Hoc Committee on the Preparation of the Women's Development Plan in the period of the Eighth National Development Plan, and incorporated into the Women's Development Plan.

2) The Beijing Platform for Action, both the full text and the summary version, was translated into national language, and broadly disseminated to all ministries, agencies and organizations, GOs and NGOs alike, all over the country to be used as the guidelines to implement the activities according to the Platform.

3) Seminars were held in Bangkok and the four regions of Thailand, to provide forum for GOs, NGOs, local women leaders and grassroots women. This aimed to seek endorsement of the Women's Development Plan and to enlist nation-wide support for its implementation.

Similar processes including identification of focal point have been made for the follow-up of other global conferences, such as the World Summit for Social Development and the Vienna International Conference on Human Rights. However, unlike the Beijing Conference, there were no national committees immediately set up to follow-up the implementation of the plans of action of those global conferences.

3b) Q: Describe the arrangements that have been made to coordinate the various follow-up efforts to global conferences.

A: In terms of the coordination of the follow-up activities of the Beijing Platform for Action, the NCWA did the following:

1) organized technical meetings among the committee members to discuss, comment and draft recommendations for its implementation;

2) sent questionnaires to relevant ministries and NGOs to collect information on their planned activities and budget; and

3) established the Ad Hoc Committee on the Preparation of the Report on Thailand's Implementation of the Beijing Platform for Action with the responsibilities to study and analyse the information received from ministries, GOs and NGOs in preparation of this country report.

Coordination processes for the follow-up of other global conferences have similarly been put in place. Unfortunately, coordination of the follow-up arrangements among the various global conferences has not been systematically set up.

3c) Q: Describe the role of non-governmental organizations (NGOs) in planning, and shaping the follow-up activities. Do members of NGOs participate formally in the mechanisms established to follow-up the Beijing Conference?

A: NGOs in Thailand have played the leading role in the process of planning and shaping the follow-up activities since the appointment of the Ad Hoc Committee on the Follow-up Activities to the Beijing Conference. Representatives from NGOs are essential in guiding the work and cooperating with the NCWA to ensure the implementation from the central down to the grassroots levels. The Thai Women Watch, one of active NGOs has taken the main responsibility for these tasks. It consists of representatives from NGO umbrella organizations, NGOs and GOs concerned as well as organizations under the UN system. Its objective is to continue the spirit kindled by NGOs participation at the paralleled Beijing NGO Forum. Various implementing tasks are similar to those of GOs such as organizing the meetings to share lessons learnt and point of views

and assess the progress in implementing the follow-up activities, evaluating the achievements of various organizations, and seeking trends in solving the problems of economic crisis and social changes at every level. The NGOs' works focus on specific issues and/or on certain geographical areas. Most of them cooperate with each other and with governmental agencies to work toward their main goals, mostly to improve women's lives in particular aspects through various forms to effect equal rights of women and men as stipulated in the Constitution.

Part Three

Implementation of the critical areas of concern of the Beijing Platform for Action

A. Innovative policies, programmes, projects and good practices.

4. Q: In relation to each of the twelve critical areas of concern, describe best practices and innovative action taken by the Government or other actors (NGOs, civil society, the private sector) to achieve the objectives in each critical area of concern in the Platform for Action. Your response should refer to the Country's national action plan, and could include examples of legal measures, reforms, media campaigns, and pilot programmes or projects. Please cite, in particular, any targets which were set in the Government's national action plan or other relevant plans, and indicate how far these were met. (For example, a target may have been to appoint more women to the cabinet. To what extent was it achieved?)

B. Obstacles encountered

5. Q: What obstacles were encountered and what lessons were learned in implementing policies and other measures in

each critical area of concern? (For example, despite new legislation to limit traditional practices harmful to the health of women and girls, these practices continued, showing that an education campaign was also needed to bring change in behaviour, or customary law was adapted to fit modern legislation when it was learned that women were more discriminated by customary laws than men.

C. Commitments to further action and initiatives

6. Q: Many Governments made commitments to action at the Beijing Conference. Describe steps taken by your Government to fulfill any specific commitments it made at Beijing.

7. Q: List any new commitments in each of the twelve critical areas of concern which your Government has made since Beijing and how these are being implemented, including any new target which have set and the timeframe for meeting them. (For example, to increase resource allocations to primary education and to local governments to conduct an awareness campaign among parents on the importance of sending girls to school; to review the regulations governing land rights for women and men; to increase by 50 per cent the number of police officers trained to handle domestic violence cases and cases of rape.)

4., 5., 6., 7. A:

12 Critical Areas of Concern

1. Women and Poverty

A. Innovative policies, programmes, projects and good practices

The Eighth National Economic and Social Development Plan (1997-2001) and the five-year Women's Development Plan in the Eighth Plan target at alleviating the poverty of Thai women. These plans identify clearly the strategies for the development of women's

potential and quality of life. The plans focus on the development of the economic and administrative potential of women as well as the improvement of the quality of life of women and their family members. They also seek to ensure that female workers both in the formal and informal sectors, including women in rural and urban areas, have greater overall economic opportunities and equitable access to the social security system. The implementation of projects and programmes under the plans as well as those of financial institutions which are directed at the poor and the low-income groups all contribute to alleviate the poverty of women which make up half of the population. Examples of those projects and programmes include:

1) The project of the Ministry of Labour and Social Welfare in providing and supporting women's access to skills training for income generating activities. Skills training centres provide a wide range of training which relate to the needs of different areas, and scatter in various provinces all over the country.

2) In line with the government policy to increase women's access to loans with no or low interest, the Ministry of Agriculture and Cooperatives supports the establishment of women's cooperatives, which also provide part-time job for women and girls to earn extra money.

It has been generally perceived that women have been more seriously affected by the economic crisis than men due to their poor position in the labour market. Many of their positions have been eroded; the women's vulnerabilities have increased; and the negative impacts on women are being transmitted to the nation's children. To alleviate the situation, the Ministry of Labour and Social Welfare has initiated a programme for the poor. The programme called "The Bank of the Poor" is directed at people who have lost their job, especially disadvantaged women and children, supported by the Savings Banks. The programme is divided into 2 sub-programmes or groups of projects. They are:

1) Projects offering assistance to reduce the negative impacts of the crisis on the society and to increase educational opportunities under the IMF projects. These include the alleviation of poverty under the Social Investment Project of the World Bank amounting at 29.47 million dollars for a period of three years, and the "Expanded Professional Projects for the Unemployed" managed by the Ministry of Labour and Social Welfare to cover over 30,000 places. Furthermore, the fund for health insurance has been increased under the People's Welfare Project.

2) A project offering social assistance under the loan projects for social development from the Asian Development Bank, accounted for 982.92 million baht for a period of three years.

B. Obstacles encountered

1) Women did not have sufficient access to the information provided by the implementing agencies such as the service sources, employment and other useful information; and the provided services did not reach the actual poor and disadvantaged groups.

2) The assistance did not solve the root causes of the problems since it took a short-term implementation approach rather than a sustainable one which supports and promotes long-term development in communities.

3) There is a lack of adequate cooperation among agencies and organizations in the fields.

4) The government's legal conditions and regulations pertaining to loans for public access to financial sources are complicated and contain numerous constraints.

5) There is a lack of gender awareness and of mainstreaming gender issues among those in high ranking positions who formulate national policies and programmes. In the periods of high economic growth and economic downturn, issues of gender bias often remain hidden.

6) The postponement or streamlining of other related initiatives and activities has been chosen at a time of the economic crisis.

C: Commitments to further action and initiatives

1) Apart from giving financial support, it is important to consider its linkage with other dimensions such as the infrastructure investment for people living in the community, e.g. water resource and land resource development, forest conservation, the promotion of indigenous knowledge etc.

2) The development of monitoring systems makes it possible to assess the impacts of interventions, the effectiveness of targeted strategies and, more generally, the measurement of progress in the direction of sustainable human development

3) The development of strategies which consist of gender perspectives is a basic way to analyse the problem of poverty.

4) Mass media both from GOs and NGOs should play more crucial supportive role, especially in remote areas.

5) Strategies for improving the people's thinking and decision-making process rather than giving them assistance, should be considered.

6) Measures to stimulate the participation of women in politics and decision-making should be enhanced.

2. Education and Training of Women

A: Innovative policies, programmes, projects and good practices

The issue of education and training of women is extensively discussed in the Perspective Policies and Planning for the Development of Women (1992-2011) prepared by the NCWA. The main policies recommended are the promotion of literacy among women, the elimination of discrimination against women in certain fields of study traditionally dominated by male and the provision of equal opportunity for training.

At the policy level, the two constructive policies which are perceived to be beneficial to women are the Cabinet's approval for the expansion of compulsory education from six to nine years and the current Constitution Law (1997) which states that the government must provide its citizens with twelve years of free basic education. It is expected that the illiteracy rate among women will continuously decrease and with higher education they can enter the labour force as skilled labour. Additionally, it is predicted that the policy will prevent economically disadvantaged girls from being deceived into the sexual services.

The government has paid special attention to both female and male students whose families have been affected by the economic crisis. The Commission on Asian Development Bank loan project met on May 28, 1997 to consider a scholarship project to support these students to enable them to continue their studies. The meeting has led to one-year education funds to distribute one billion baht to primary and secondary students who have tended to drop out of school because of their economically disadvantaged status.

Another innovative action taken in education and training of women is the initiative of the NCWA to review the admission system in tertiary education. It is obvious, from the survey, that a pro-male quota system has been used to admit university students in some faculties. The educators claim that employer's preference for men and the physical weakness of women are the factors. The NCWA took the second step by pushing the Cabinet to approve the elimination of pro-male quota system in tertiary education. The Cabinet's approval became effective in 1998.

The Office of the Civil Service Commission has also taken action in the area of education and training of women. It has integrated gender perspectives in its development programmes and offered both male and female civil service officers equal opportunity to training. Additionally, it has provided overseas scholarship at the request of the NCWA, in women's studies to develop human resources

to cope with gender issues and there have been eighteen scholars so far.

B. Obstacles encountered

Many programmes and projects have been initiated to eradicate gender inequality in education and training but very few have been evaluated and the results have often not been considered for project improvement. A lack of adequate cooperation among related agencies is also considered a barrier. The government agencies dealing with educational provision, for instance, do not compile gender-based statistical data, which is an important piece of information in the policy-making process.

Another obstacle frequently witnessed is a lack of follow-up practices from related agencies. For example, a seminar on the "Policy and Guideline for Educational Provision for Girls and Women" was held to let the policy makers, academics, and educators share ideas so that their recommendations would be taken into consideration and inserted in the Eighth National Educational Development Plan (1997-2001). However, a special plan or policy on education and training of women has not been addressed in the current Eighth National Educational Development Plan.

C. Commitments to further action and initiatives

With the influence of the World Conference on Women in Beijing in 1995, a project on non-formal education specific for women has been initiated. The project is called "Life-long Education Support for Women" under the supervision of the Non-Formal education Department. This project aims at improving the status of Thai women at all ages through their involvement in educational programmes. It places a special emphasis on networking and coordination among different agencies and government and non-governmental organizations dealing with women's education. The project has now been slowed down and downsized partly because of the current economic crisis in Thailand. However, there is an attempt to establish a Centre for Life-long Education Support for Women in every region of Thailand.

It has been realized that research results can support the policy makers' decision, and the policies or programmes to enhance women's opportunity to education and training should be based on research conducted with a gender perspective. To achieve this, the academics interested in education and training of women will be financially supported and encouraged to conduct gender-based research.

3. **Women and Health**

A. Innovative policies, programmes, projects and good practices

In the area of female health development, Thailand has made great progress and women have been major beneficiaries. Several serious health problems were found to be of direct concern for women, including STDs, HIV and unwanted pregnancy. The mortality level is quite low due to vast improvements in public health and education. The decrease in the mortality rate has been reflected in an increase in life expectancy, which is about 67 years for male and 72 years for female.

Thailand established the National Reproductive Health Policy so that "All Thai males and females, at any age must have healthy reproductive health". The scope of Reproductive Health Care includes Family Planning, Maternal and Child Health, Sexually Transmitted Diseases, AIDS, Safe Abortion, Cancer of Reproductive Tracts, Infertility, Adolescent Health, Menopause and Aging, and Sex Education.

The maternal mortality rate has been greatly reduced. Several interventions for caring of pregnant women until after delivery and reduction of maternal morbidity and mortality were implemented through various projects: safe motherhood, safe motherhood hospitals, reduction of anemia in pregnant women, promotion of nutritional and maternal child health in the remote areas, etc.

Access to improved health services, safe water and sanitation has become more widespread and the health of Thai women has generally improved as a result.

The practice of universal precaution has been established in every hospital. STD, HIV/AIDS and reproductive health was integrated into family planning services through counseling. GOs and NGOs supply personnel in all health service facilities. There are both government and non-government organizations which conduct research on the obstacles of providers and users of sexual education, and counseling and appropriate model of reproductive health service for adolescents. The NGOs have implemented the Youth-to-Youth Project (or peer education) for in-school and out-of-school youth in order to decrease unwanted pregnancies, as well as STD/AIDS among them.

Furthermore, providing health and counseling services integrated in the Policies and Plans for the Development of the Family seems to be a good factor that correlates to the improvement of women health and women reproductive health.

The Ministry of Public Health has indicated that females make up about 20% of the total number of those who have contracted HIV/AIDS. At present, campaigns have been targeted at wives who have HIV/AIDS and are pregnant. Emphasis has been put on the knowledge about HIV/AIDS in women, coping mechanisms and coping skills through proper counseling programmes. In Thailand, most of the health volunteers at the village level are women; they are trained regularly on AIDS and other important health issues.

Thailand has formulated new strategies to fulfill the needs of family planning acceptors so as to eradicate unwanted pregnancies, which is a preventive measure to cope with the abortion problem. Moreover, preventive programmes such as family life education, life skills integrated into the school curriculum are major activities that are in progress.

The Eighth National Economic and Social Development Plan (1997-2001) stated measures to improve the quality and shared

equal responsibility between women and men in family planning with various methods. A project called "Male Participation in Family Planning and Reproductive Health" is being implemented with objective to develop among men knowledge about reproductive health and family planning, to cultivate the responsible sex behavior and to support various family planning methods, especially the use of condom and male sterilization. Learning and teaching activities on these topics are to be included in the school curricula.

Thailand has implemented many activities in the area of male responsibility in family planning; that is, production of radio and T.V. spots with messages about the male responsibility in family planning and in AIDS and STD's prevention; organization of training courses on male responsibility in the family; organization of meetings of Men in Mosque Working Groups to promote responsibility in the family, during pregnancy and for AIDS/ STD's prevention; and campaigning for men responsibility in family planning by using various tactics. Free vasectomy service is also provided without the service of female sterilization.

B. Obstacles encountered

The occupation health of female workers in both the industrial and agricultural sectors has become an issue of considerable concern. Thailand has sought an appropriate solution to solve diagnosis problems of workers who seek compensation payments. Efforts have been made to find measures to convince employers to recognize the importance of the health and the working environment of women workers by linking them with the production standards. The standards have direct correlation with the building up of cooperation and good relationship between the employers and employees and the decrease in labour disputes and are instrumental to avoid unsafe conditions.

Thailand has been expanding the conditions for allowing abortion in cases where there is risk of a foetus suffering from disease or disability. At present, the abortion is illegal except for the case of being raped and the health of mother.

C. Commitments to further action and initiatives

1) To promote health campaigns and to better provide health information for women, particularly information concerning health hazards in the workplace.

2) To campaign for more male vasectomy which is now being increasingly accepted due to better knowledge about the practice and free services available.

3) To disseminate information to women especially young groups about pregnancy and contraception in order to prevent unwanted pregnancy, to reduce death from unsafe abortion, and to increase access to appropriate and safe methods of contraception.

4) To promote and provide health and counseling services to all women, especially disadvantaged groups, by encouraging and enabling female participation in health services.

5) To provide appropriate life skills to students and teenagers.

6) To establish a Health Surveillance System for female workers, providing full cycle health services.

7) To increase concerns on mental health and counseling.

4. Violence against Women

A. Innovative policies, programmes, projects and good practices

Problems of violence against women in Thailand can be identified in 4 areas, which are:

- 1) Violence against women in the family;
- 2) Violence against women in society;
- 3) Prostitution;
- 4) Cross border trafficking.

Under the 1997 Constitution, a personal right to protection against violence has been clearly stipulated in Section 53: "Children, youth and family members shall be given the rights to be protected by the State against violence and unfair treatment."

Moreover, the government's concern for a solution to this problem is reflected through the state policy and plans of action as follows:

1) The Eighth National Economic and Social Development Plan (1997-2001) emphasizes human resources development through the strengthening of the family. In the Plan, guidelines for the social and economic development provide support for the elimination of violence against women.

2) There are three specific plans of action directly concerning this matter:

- *National Policy and Plan of Actions for the Prevention and Eradication of the Commercial Sexual Exploitation of Children.* This Plan is composed of five proactive and reproactive measures including prevention, suppression, assistance and protection, rehabilitation and reintegration into the mainstream, and establishment of structure, mechanism and system in the supervision, control, follow-up and speeding up of the implementation. The Plan was approved by the Cabinet in August 1996.

- *National Policy and Plan of Action for Development of the Family,* which includes the issues of violence against women and children. Approved by the Cabinet in August 1997, it is used as a guideline for work plans jointly initiated by GOs and NGOs.

- *National Policy and Plan of Action for Elimination of Violence against Women and Children.* It will be approved by the Cabinet within 2 months. A seminar will be held for effective implementation.

In addition, a National Policy and Plan of Action for Counseling Services has been formulated.

Violence against Women in the Family

Related agencies both public and private have cooperated as networks to continuously undertake projects and activities in this field. In the government sector, the National Committee for Family Development and Elimination of Violence against Women and

Children has been established under the NCWA to take responsibility in the area of concern. Furthermore, a hotline centre for practical help services has been established by the Department of Public Welfare. The Bangkok Metropolitan Administration has established service units in various hospitals to help those vulnerable to all forms of violence in the form of a one-stop service. The project is called "The Center for protection of Children and Women, BMA". The NCWA promotes a training course for the BMA personnel to organize multi-disciplinary teams to assist the victims. Other activities are adjustment of shelters run by GOs and NGOs, upgrading of family counseling services, and organization of meetings and brainstorming seminars to scrutinize guidelines for solution, dissemination of knowledge through production of various kinds of media.

The justice system has also been improving the procedures related to violence cases. The juvenile courts in particular, which have their own special procedures different from other courts, are now reviewing their roles and building up more awareness on the cases.

Violence against Women in Society

Most of the activities and services addressing violence in the family also cover cases of violence against women in society such as rape and physical and sexual abuses.

In addition, some laws related to violence have been amended, including the Criminal Law Code concerning with rape, pornography, and the investigation of victims and witnesses. The National Police Bureau has also set up special units to look after the cases related to women and children in the Bangkok Metropolitan and core provinces in the four regions of Thailand, enlisting the services of female police officers.

Prostitution

There has been campaign for young girls to continue their education, at least to complete 12 years compulsory education. Guidance and counseling related to employment for "risk" groups is

provided for young girls themselves, their parents and guardians. Vocational training is also provided by GOs and NGOs. To increase people's participation in the protection of children and women in communities, voluntary work and networking of people's organizations at all levels are promoted, particularly at the village level, which are committed to surveillance, monitoring, guarding and assisting children and women from being persuaded or deceived into commercial sex.

Major laws related to prostitution and trafficking were:

- *The Prevention and Suppression of Prostitution Act (1996)*. This revised the 1960 Act. The former Act intended to outlaw all forms of prostitution and the penalty for prostitutes was more severe than that for procurers. The new Act, on the contrary, decriminalizes prostitution and treats them as victims of poverty, social problems, and organized crime. The heavier penalty is for procurers, brothel owners, pimps, managers, mamasans, customers and even parents who send their children into prostitution.

- *The Measures in Prevention and Suppression of Trafficking in Women and Children Act (1997)*. This Act stipulates that conspiracy to commit an offence relating to trafficking in women and children is a crime and subject to punishment. The penalty for the trafficker is imprisonment from 1 to 20 years. The officials have authority to search and inspect establishments. The victims are to be helped and rescued and provisions are made to facilitate legal proceedings.

Cross Boarder Trafficking

In order to combat the problems of cross boarder trafficking, cooperation among the Mekong Sub-region Countries has been established. The most recent one was the Regional Conference on 'Illegal Movement of Labour: A case of Trafficking in Women and Children' organized by the Mekong Region Law Center and the NCWA in cooperation with the authorities of six countries in the lower Mekong Basin in November 1997.

The Conference aimed to raise the efforts of governments and officials to effectively enforce measures and laws against trafficking in women and children and to exchange experience and information regarding legal issues in the exploitation of migrant labour and particularly the trafficking trade in the Sub-Region, in order to find the solution and cooperation from all parties and countries in the region in improving the quality of law enforcement. The meeting agreed that all participating countries would take further steps to combat trafficking. In general, the meeting helped to raise awareness and established contacts between countries.

As a follow-up to the Conference, the National Committee on Trafficking in Women and Children has been set up under the NCWA. The Committee appointed three working groups to study domestic laws, laws in the six Mekong Sub-Region and international laws, and the law enforcement problems in order to come up with comprehensive approaches in solving the problem of transnational trafficking.

In order to improve the efficiency of internal procedures in dealing with victims of trafficking in women and children, a manual in the form of Memorandum of Understanding on the Procedures for Assisting Women and Children as Victims of Trafficking was worked out among agencies concerned, including Office of the National Commission on Women's Affairs (ONCWA), Office of the Royal Thai Police, Department of Public Welfare and NGOs. The Memorandum has recently been co-signed. Internal agreements of this kind will form a basis for bilateral and multilateral negotiations to combat the growing issue of trafficking in the Mekong Sub-Region through international cooperation

The NCWA has made tremendous attempts to reduce the negative effects of the crisis in driving women and girls into violence of being sexual abused or trafficked for sexual exploitation. It has received full cooperation from line government agencies, non-governmental organizations and the international community in implementing measures to counteract the issues of violence and

trafficking in women and children. Training courses for the police and other law enforcement officers, as well as officials from the public welfare and relevant NGOs to sensitively handle cases of violence which women and children are involved were conducted. Immigration police and officials from relevant GOs and NGOs were also invited for a seminar to seek understanding and cooperative efforts in identifying effective procedures in dealing with trafficking in women and children and assisting the victims, most of them women and children. This seminar came up with a proposed memorandum of understanding as earlier mentioned.

B. Obstacles encountered

1) Attitudes of people in the society still look at the issues of violence in the family as a "personal problem", which is not for an outsider to interfere with.

2) Many police officers are not aware of the revised laws at their disposal. Prostitution and trafficking in women and children are not a priority for the police.

3) Limited resources are allocated to law enforcers for dealing with prostitution and trafficking in women and children.

4) Lack of multi-disciplinary teams such as psychologists and social workers to help victims.

5) There is no official estimation of the numbers of Thai children or women who have been trafficked out of the country or of those from other countries trafficked into Thailand.

6) There are no measures for reintegration and recovery in the countries of origin and there are no bilateral agreements between countries on these matters.

7) The countries in the Mekong Sub-Region have no definite policies on migration, whether documented, or non-documented, and have no clear concerns and protective measures for their own citizens.

8) Some officers do not take law enforcement as a serious concern.

9) Trafficking is dealing with organized crime and large amount of money, which can buy anything, including justice.

10) Lack of sufficient cooperation among countries in the Mekong Sub-Region. This might be because some governments consider this problem as a low priority issue.

C. Commitments to further action and initiatives

1) Increase cooperation among GOs and NGOs for multi-disciplinary approaches to deal with prevention of and protection from violence against women. Develop services for those who were abused, especially in the form of one stop service.

2) Speed up the implementation process carried out by organizations concerned with the Action Plan of 1996, as mentioned in page 23. Monitor and follow up the working process as a whole every 6 months/once a year, and report to the cabinet accordingly.

3) Produce a handbook for police officers in charge countrywide. Provide training to raise awareness among the police and other officers concerned. Monitor the operation of the local police and the immigration police.

4) Enhance cooperation in the Mekong Sub-Region by arranging bilateral and multilateral conferences to take place in the years to come.

5. Women and Armed Conflict

Thailand has rarely encountered situations of armed conflict. So there are no substantive problems in this area.

6. Women and the Economy

Since 1997 Thailand has been facing an economic crisis. The overall economic situation has had an impact on women in many ways such as family life, education, job security and working life in particular as the majority in the labour force are women. There is a concentration of women in a relatively narrow range of occupations, for the most part low-skilled, low-status, and low paid, with fewer opportunities for upward mobility. Many women are engaged in

irregular forms of employment, especially in the informal sector, and penetrate at the margins of subsistence, placing many women beyond the reach of formal labour legislation and social protection. Women's wages are virtually lower than those of men in all sectors of the economy. All these characteristics combined place women in a particularly vulnerable positions in times of crisis.

A. Innovative policies, programmes, projects and best practices

At present, women issues are at the centre of national policies, programmes and measures in various aspects, in particular those directed at the economic empowerment of women as follow:

1) The new Constitution (1997) guarantees the rights, liberties, equality and dignity of Thai citizens, as mentioned in its section 30 that: "All persons are equal before the law and shall enjoy protection under the law. Men and women shall enjoy equal rights. Unjust discrimination against a person on the grounds of difference in origin, race, language, sex, age, physical or health conditions, personal status, economic or social standing, religious belief or constitutionally political views, shall not be permitted."

2) The promulgation of a New Labour Protection Law (1998) as mentioned in page 4.

3) The establishment of the Institute for Small and Medium Enterprise Development by the Ministry of Industry. This national institute, through close collaborative efforts between government agencies and educational institutions, aims to provide support services to Small and Medium Enterprise (SMEs). The services provided include the development of highly effective training and advisory methods and tools for upgrading SMEs personnel as well as professionals who provide various types of services to SMEs, and the development of an extensive, nation-wide network of training and support agencies/units, in sufficient quantity and quality to serve the

needs of SMEs. As most of the owners and operators of the small and medium enterprise are women, this initiative will benefit women.

4) The Royal Initiative Project "Sufficiency Economy". This project was designed by the Ministry of Interior to decentralize the industry to the region and to empower the community in management, using the process of self-reliance in economy development participation. It includes five strategies and nine programmes which have been implemented in accordance with the royal initiatives. Women are one of the target groups of this project. Women can ask for assistance under this project to support the family income when they lose their job due to the economic crisis and return to the rural areas.

5) The establishment of a National Committee on Labour and Social Welfare Development under the NCWA. The Committee looked into the issues of women and girls labour exploitation and assists female workers in the formal and informal sectors as well as Thai female migrant workers local and abroad and foreign migrant workers in Thailand.

B. Obstacles encountered

1) The limited opportunities in education and training due to the traditional values prevailing in the society, which prevent women from reaching their full potential.

2) The sexual beliefs and values concerning women. Thai society views women as a weak sex. Such attitude of employers has resulted in women being often exploited in the aspects of wages, welfare, and promotion opportunity even though female employees are as capable as their male counterpart.

3) Women still work in the area of traditional occupations.

4) There is still de facto discrimination against women in the workplace in the areas of equal pay for equal work, social welfare, sexual harassment, unfair dismissal and so on.

5) There are welfare and security problems regarding female employees who work in late shifts.

6) Women are not sufficiently informed of their rights and benefits to which they are entitled.

C. Commitments to further action and initiatives

1) Promotion of equal employment opportunities, wages and opportunities for career advancement by:

- Revising laws, rules, regulations, policies, programmes and projects, including strengthening of legal mechanisms and institutional frameworks.

- Persuading employers to recruit personnel regardless of their sex.

- Creating an understanding among high level authorities in the public and private sectors not to discriminate against women in the promotion process.

2) Protection of women in the informal sector by:

- Providing knowledge for self-employment, starting with knowledge in planning, management, cost-benefit calculation, marketing and improvement of entrepreneurial skills.

- Providing necessary funds for investment.

3) Promotion of measures to reduce women's responsibilities in housework by:

- Promoting social values that housework is not only women's responsibility.

- Giving credit to husbands who help in housework and child care.

7. Women in Power and Decision-Making

Section 30 and 190 of the current 1997 Constitution clearly stipulate the encouragement of women's participation in the decision-making:

- Section 30, para. 3: ".....Measures determined by the State in order to eliminate obstacles to or to promote persons' ability to exercise their rights and liberties as other persons shall not be deemed as unjust discrimination under paragraph three."

- Section 190 " In considering a bill the substance of which is decided by the President of the House of Representatives to be concerned with children, women, the elderly, the disabled or handicapped, if the House of Representatives does not consider it by its full committee, the House of Representatives shall appoint an ad hoc committee consisting of representatives, from private organizations concerned with the respective types of persons, of not less than one third of the total number of members of the committee.

The Perspective Policies and Planning for the Development of Women (1992-2011) states that : "The goals of participation promotion is to increase participation in terms of both quality and quantity in all activities, on a long term as well as on a short term. ... To emphasize participation of men and women means to involve both genders in making decision of organization, sharing roles and insuring an equal number of men and women at all levels..."

The Women's Development Plan in the Eighth National Economic and Social Development Plan (1997-2001) has provided in its approaches on development of women's political participation in decision-making at all levels: "Support women to have equal rights and opportunities with men in all aspects by opening up opportunities to participate in decision-making and participate in economic, social, political and administrative development at all levels..."

A. Innovative policies, programmes, projects and best practices

1) Human Resources:

1.1) Upgrading local administration skills for female elected officials (Sub-District Administrative Organization Council members, sub-district chiefs and village chiefs) through consulting services and in-service training while in office.

1.2) Enhancing political skills for female candidates at all levels through training prior to elections, where a training curriculum has been developed.

1.3) Promoting understanding and awareness regarding politics (structure and mechanism), gender equality, and rights and protection mechanism through training of master trainers and local participants recruited from community leaders trainers (most of whom are women).

2) Political Parties/General Public:

Arousing interest and awareness regarding women's participation in politics and decision-making through conducting seminars; disseminating knowledge and information through the media including radio/TV programmes, newspapers, homepage; campaigning/ advocacy work; and arranging occasional meetings with political party leaders/executive members to encourage them to specify plans, policies and measures to promote women's participation.

3) Research Studies

Conducting research studies related to obstacles, supporting factors contributing to women's holding high-ranking positions and women's winning elections and well as data of women's participation in decision-making position at all levels.

4) Government administration:

4.1) Appointing women to high-ranking positions in governmental sector in greater numbers.

4.2) Allocating budget through Sub-District Administrative Organizations for activities to empower women with skills for effective participation in politics.

4.3) Integrating gender issues into the administration curriculum/ training for district officers and higher rank officers to ensure their gender sensitivity and shared responsibilities in their initiated projects.

5) Compiling relevant data/information on outstanding women with expertise in various fields.

6) Strengthening the existing women's networks and supporting creation of new women's groups and networks.

B. Obstacles encountered

1) Personal factors: level of education, abilities, experience, acceptance by community members/colleagues, lack of confidence.

2) Public (men and women) attitudes towards women's roles in the society.

3) Lack of political will and commitment from political parties in pushing society towards equality.

4) Lack of understanding about gender issues among general public, and the government units in particular.

C. Commitments to further action and initiatives

1) Strengthening women's networks.

2) Creating more understanding and awareness among general public.

3) Campaigning/advocating a concept/idea of special measures such as quota system among political parties, members of parliament.

4) Increasing the number of female elected representatives at all levels:

- Members of parliament to 10% (from 5.6%);

- Provincial/Municipality Council members to 15% (from 8%);

- Sub-District Administrative Organization Council members to 15% (from 9%).

5) Increasing the number of women in decision-making positions in the governmental sector, including those in the national commissions relating to policy formulation. This is to be done by the year 2004.

8. Institutional Mechanisms for the Advancement of Women

A. Innovative policies, programmes, projects and good practices

Institutional Mechanism

In 1997, the status of the ONCWA was upgraded from a Division to a Bureau. Now the proposed bills for further upgrading its status to become a Department has been approved by the cabinet and being submitted for parliament approval.

Gender-based Analysis

The NCWA has contributed to the introduction and firm establishment of the concept and application of Gender-based Analysis among government and non-government agencies. From 1992 to 1995 and until now (1999), the NCWA have cooperated with the six main ministries concerned with national development in establishing training programmes on Gender-based Analysis methodologies for key personnel of government agencies under their authorities as well as those of the NGOs. Since there were 45 department level agencies under the six main ministries, at least 700 key personnel in development work were the target of Gender-based Analysis training.

The NCWA also takes action to cooperate with networks within the institutions/organizations, a support structure at any level which helps to expand the efforts. For example, the NCWA cooperates with the Office of the Civil Service Commission in mainstreaming gender issues into the Civil Service system. As the focal point, the NCWA worked with seven universities which established Women's Studies Projects and Women's Studies Centres to integrate women issues and Gender-based Analysis methodologies in curriculum of learning and teaching at university level. The NCWA monitored a number of NGOs, and found that the Credit Union League of Thailand Limited was very active and effective in gender mainstreaming at every level which affected its 199,895 members and involved full participation in the organization.

B. Obstacles encountered

The technique of Gender-based Analysis is a new approach in Thai society. The NCWA has conducted an introduction

to this concept and technique on a trial basis. Its use in the process of policy making, programmes and project setting in GOs is involved mostly with the divisions responsible for programme planning, to identify annual women's development programmes and projects. However, the NCWA needs also to use advocacy approaches such as communications, campaign and some more training and seminars supported by GOs and NGOs in some issues which would be dynamic in addressing various target groups of problem women.

C. Commitment to further action/new initiatives

To ensure that various agencies are committed to mainstreaming Gender-based Analysis for cooperative and integrated implementation, GOs and NGOs need information systems concerning women. The NCWA must make sure that all agencies are able to use the same sources of information in identifying problems and needs, and developing programmes, projects and implementation schemes including follow-up and evaluation activities. The information gathering in terms of gender statistics needs to be cooperated among GOs, NGOs and universities concerned to cover various aspects of women issues.

The NCWA cooperated with the Office of the Civil Service Commission on a tri-sectoral agency principle in integrating Gender-based Analysis and gender dimensions into the Civil Service system in order to ensure that mainstreaming of gender dimensions be in depth and practical in society and the mass.

Sex-disaggregated Data and Information

The attempt to promote the compilation and dissemination of sex-disaggregated data and information has been a priority of Thailand for almost a decade. The first move, prior to the Beijing Conference, was on establishing a set of indicators and compiling sex-disaggregated data and bibliographical data. The achievements have mainly been on an upgrading of the national mechanism, development of necessary databases, establishment and strengthening of women's information networks, revision of indicators and dissemination of women's information on the Internet.

A. Innovative policies, programmes, projects and good practices

The policies in the twenty-year and five-year Women's Plans are placed on the improvement of indicators, systematic collection of sex-disaggregated data, networking, utilization of gender statistics as well as dissemination of information.

In 1996, a workshop to plan a set of activities for 1997-2001 was organized. The planned activities ranged from systematic updating of sex-disaggregated data and bibliographical data to development of necessary databases, networking, production of gender statistics and dissemination of information.

In 1997, the status of Thailand National Women's Information Centre (TNWIC) was promoted to a division under the ONCWA. This enables the TNWIC to play a major role as the national focal point in promoting the generation and dissemination of gender statistics and information.

In the same year, the Thai-Women's Information Network (Thai-WINet) was initiated as a means to establish cooperative relationships with relevant organizations of government, women's studies centres, research institutes, educational institutions, non-governmental organizations and the private sector.

The websites of the ONCWA and the focal point of non-governmental women's organizations were also set up with support from Canada. This setting up links women's related websites at both the national and international levels.

The project on "Strengthening of Women's Information Network in Thailand (1999-2000)" supported by Canada is now being carried out. It aims at strengthening women's websites, raising awareness among government agencies about the information network on women's issues, encouraging the integration of women's issues into their own websites as well as devising communication strategies to promote wider access and sharing of women's information at local, national and global levels. Under the project, homepage of the Thai-

WINet will be built up. This homepage will exclusively be designed to disseminate a wide range of information related to Thai women such as culture, laws and legal protection, politics, business opportunities as well as science, technology and environment. Gender information workshops will be held as part of the project for both the executive and operational levels of the related data producing agencies.

In terms of indicators, those covering ten aspects of life have been continually compiled, computerized and updated with the collaboration of the network members. The National Statistical Office (NSO) has incorporated gender perspectives into data collection of various socio-economic surveys and analysis. The Statistical Booklets on Women and Men have been published, updated and disseminated to all concerned agencies by the NSO with the cooperation of the ONCWA. Now in progress is the production of a gender-sensitive data and information kit by the ONCWA.

Since 1998, a set of additional databases has been developed with an effort to establish and improve the information system for the advancement of women. It includes databases on: 1) Policies, Plans and Programmes on Women's Development, 2) Women's Organizations, 3) Experts on Women's Issues, 4) Women's Leaders, 5) Prostitution, 6) Sociolegal Status of Women and 7) Budget Management of the National Machinery. The data for the system will be compiled with collaboration from the network members.

Thailand is also joining hands with educational institutions both local and abroad in order to post its existing databases online on the Internet.

B. Obstacles Encountered

1) During the ONCWA's upgrading process, its personnel, budget, infrastructure, facilities and equipment have become frozen as a result of the sudden economic crisis in 1997. This has seriously affected the implementation of the national machinery, in particular of the TNWIC which requires qualified personnel and sufficient resources for its operation.

2) The network is open to all concerned agencies, the existing network members are, however, relatively limited to research institutes and women's studies programmes of various universities that have potentials in data processing and analysis. It is crucial, therefore, to strengthen and expand the network to cover more organizations both as producers and users.

3) Although there is more integration of gender concerns in the major data producing agencies, the problem of inadequacy of sex-disaggregated data from other producing agencies still exists. Data gaps, e.g. different concepts, definitions and classifications partly constitute the problem. There is also inadequate communications between the national machinery and other producers of gender statistics.

C. Commitments to further actions and initiatives

For future development of gender-sensitive data and information, the following actions are committed:

1) To generate awareness in gender-responsive statistics and information among related government agencies to produce data and information that describe more accurately the socio-economic difference between women and men in society.

2) To encourage effective dialogues between users and producers of sex-disaggregated data to improve current and existing data on women and men.

3) To promote alternative data collection approaches e.g. micro studies, time-use studies, quantitative techniques and oral histories, to fill the gaps in the area where data is lacking.

4) To push for the institutionalization of gender statistics in the data collection of all government agencies.

5) To strengthen the Thai-WINet and promote exchange and sharing of women's information at grass-roots, national and international levels.

9. Human Rights of Women

A. Innovative policies, programmes, projects and best practices

Apart from the Constitution, the laws relating to prostitution and trafficking and the labour protection law, Thailand has been trying to improve domestic legal mechanism by further reviewing national laws and regulations to effect gender equality and human rights of women as follow:

- Revision of the Criminal Procedure Code to define the new approaches in investigation of the victims or witnesses.
- Revision of the Name Act of 1962 to give women the rights to choose to use of their own or their husband's family name after marriage.
- Revision of the divorce law with a view to equalizing the rights between men and women.
- Proposed Promotion and Protection of Human Rights Bill.
- Amendment of the Penal Code regarding sexual offences to cover the offences against male and female.
- Cancellation of rules and regulations which prohibit the appointment of women to some positions in the bureaucracy in order to provide equal opportunity for women to participate in decision making at all levels.
- Provision of knowledge of law and the media to publicize the right concept of women's rights.
- Increase of the number of the female investigators to serve in every police station.

With regard to international mechanism, Thailand has ratified many conventions such as the Convention on the Elimination of all Forms of Discrimination against Women (CEDAW) 1979, Convention on the Rights of the Child 1959 and the International Covenant on Civil and Political Rights 1996. The International Covenant on Economic, Social and Cultural 1966 is being considered ratifying.

A. Obstacles encountered

The implementation of Human Rights in Thailand has at present no co-ordinating body at the central level. This gives rise to unclear objectives, repetitive works or even contradiction. Old beliefs are another obstacle to guarantee human rights especially for women.

C. Commitments to further actions and initiatives

- 1) To accelerate stricter law enforcement;
- 2) To further review laws concerning women's rights;
- 3) To conduct activities and exchange information to raise awareness and change attitudes of the judicial service regarding the laws which affect women's rights;
- 4) To publicize policies and laws pertaining to women's issues;
- 5) To provide legal literacy concerning women's laws and other social services for women at all levels;
- 6) To encourage women's roles and participation in policy making and law enforcement;
- 7) To withdraw the reservation of CEDAW regarding marriage and family matters.

10. Women and the Media

The Perspective Policies and Planning for the Development of Women (1992-2011) discusses three aspects of the relationship between women and the media; i.e., women as media producers, portrayals of women in the media and women as media receivers. Numerous problems remain in these three aspects; for example, in terms of a lack of skills and technical training for women media professionals, biased gender role stereotype in media portrayal of women, and unequal access to media and media illiteracy among different groups of women media consumers. There is also a lack of concrete policies and planning for the use of media for women's advancement.

A. Innovative policies, programmes and projects and good practices

To address the above-mentioned problems, the NCWA sponsored a research project on "*The Use of Media as a Tool for Promoting the Advancement of Women*," implemented between 1995 to 1996. The Research synthesized the body of knowledge about women and the media in various aspects and came up with policy implications for the production and usage of the media as a tool to achieve women's advancement. The research findings have been disseminated among students and professionals in the mass media as well as to women's organizations. In October 1998, the ONCWA collaborated with three other organizations in holding a workshop on "Voicing Women in the Media" in which around 40 female and male media professionals attended and exchanged their ideas, experiences and working strategies.

In terms of policy and planning, the drafting of the "Plan for the Development of Mass Media, Information Technology and Communications for Human and Social Development (1999-2008)" is underway. In the process of drafting this plan, the ONCWA proposed that, in addition to its broad coverage of various aspects of media development, the plan should also include specific schemes for the improvement of media content in regard to gender role stereotype and biased portrayal of women. The ONCWA will follow up with the final draft of this plan to assure that it addresses the proposed gender concern.

In regard to the mass media and communications education, although no concrete policy has been made which aims at the improvement of women's status in the media, action has been taken on a personal basis to introduce gender perspective in this field. For example, courses such as feminist film critique and the like have been introduced. In addition, there has been increasing academic support for studies and researches on women and the media. Various forms of educational media and alternative media (such as organizational newsletters, plays and traditional media) have also been employed by different agencies to create gender awareness and promote women's advancement. For instance, the Non-Formal Education

Department under the Ministry of Education has run a radio programme which emphasizes family education. The Department also coordinates the production and dissemination of regional newsletters which target at out-of-school women of all ages. Women-centred organizations such as the ONCWA (governmental), Foundation for Women, and Friends of Women Foundation (both non-governmental) also produce and disseminate various forms of media (newsletter, videotapes, posters, booklets, etc.) to different groups of women nationwide. As well, the Public Relations Department under the Prime Minister's Office has agreed to develop mass media programmes specially designed for the promotion of women's advancement in the next fiscal year (2000-2001).

The business sector has shown increasing interest in producing media programmes and products to promote women's advancement. Starting from earlier 1999, a commercial radio station has been dedicated to women-related issues. This 24-hour-a-day radio broadcast for women is the first of its kind in Thailand. During the past few years, a number of women's magazines have been launched which have opened up discussions of unconventional issues such as sex education for women. These magazines have received a good response from young urban women.

B. Obstacles encountered

Despite all actions described above, a great deal remains to be done on the issue of women and the media. There is an urgent need for concrete policy and specific planning for this area of concern. Unlike most other areas of concern, there has not been any governmental or non-governmental organization taking full responsibility in this issue. As a result, there has been no effective mobilization and organized movements among media producers and consumers to protect women's rights in the media, use media to improve women's status, or promote women's participation in media production.

In consequence, several problems remain unsolved. For example, women's participation in decision-making in media institutes is still small. In terms of media content, biased portrayal of women is still common in media production such as soap operas and TV commercials. Women also comprise a major target for consumerism in the media.

Considering media access, rural women and women of disadvantaged groups, such as urban poor women and minority women, have much less access to the media production and consumption compared to men and urban middle- and upper-classed women. Alternative media for disadvantaged women and women in rural areas are inadequate. Media literacy among women is also an issue of concern. This and the absence of organized media-watch groups result in the lack of incessant monitoring power among women as media consumers. Moreover, there is still a lack of adequate studies, qualitative ones in particular, on the issue of women and the media and the use of media for women's development.

C. Commitment to further action and initiatives

First of all, the NCWA should set specific goals and definite timeframe for the actualization of its policy and planning for women and the media issue. This will serve as a guideline for action to be taken in this area as well as its evaluation.

In recent years, there have been a few cases of Thai women or groups of women fighting against biased portrayal of women in the mass media. Although small in number, these cases point to increasing gender awareness among the public in general. Further action should then be taken to strengthen media producer and consumer groups so that they can come up with policy guidelines and monitoring mechanism for gender equality in the media.

Moreover, governmental organizations should support non-governmental organizations and civic groups in the production and dissemination of alternative media in order to guarantee better access to media production and consumption for women of disadvantaged groups and those in rural areas.

11. Women and the Environment

A. Innovative policies, programmes, projects and good practices

In the field of promoting women's roles in natural resource management and environmental protection, Thailand have been successful at the local administration in promoting the quality of the environment, including in establishing an environment surveillance system and fostering public awareness. Women in the local communities play a vital role in natural resources conservation and environmental protection. The promotion of non-governmental organizations in local community, especially those of women, in cooperation with the concerned organization has proved to be successful, e.g. in setting up the surveillance system, the fostering of public awareness and the mobilization female environmental volunteer groups.

The Agenda 21 in Section 3, strengthening the role of major groups including the women in sustainable development, is the key factor in promoting women's role in natural resource management and environmental protection in Thailand.

Thailand has formulated environmental projects in line with the Beijing Declaration and Platform for Action; for example:

- Establishing in central and regional areas the Project on the Promotion and Improvement of Women's Role and the Environment with the purpose of strengthening the important role of all women's groups, female leader groups and female environmental volunteer groups in economic and social development with natural resources and environment conservation.

- Organizing a 5-year project on workshops for female agricultural leaders at the provincial and district levels in the four regions on the health and environmental campaign and technology transfer, which aims to enhance their awareness in the use of pesticide, toxic in food and water and pollution in the environment.

- Organizing a workshop on women's networks in environmental development for representatives from GOs, NGOs and the media to strengthen the efficiency of women network on environmental issues.

- Conducting, in cooperation with ESCAP, a national workshop on the use of training modules for women, water supply and sanitation to promote women's roles in the protection and management of water resources.

- Women's organizations at the village level formulated the Project on Natural Resources Conservation and Environmental Development to be integrated in the District Development Plan.

B. Obstacles encountered

1) In Thailand, the concept of environment falls into the responsibility of the government and beyond the people's power. People view it as a macro issue. So the concept must be changed to be a micro issue with responsibility of everyone; especially women.

2) Because of traditional values, Thai Women are less aware of their own potentials, which can influence their family members and communities in environmental protection. So, women have to be more empowered.

3) Women are not provided with knowledge and understanding of environments, occupational and domestic use of chemical and toxic substances which affects their health.

4) There will be more conflicts among groups of people concerning the use of natural resources so the women groups should be more empowered. Women, especially in rural area, play key roles in conserving and developing the environment, including an economical and appropriate use of resources.

C. Commitments to further action and initiatives

1) Women in local communities, especially in Village Committees, are given opportunities to participate in formulating the plan of natural resources and environment conservation including energy reservation in the District Development Plan.

2) Women should be continuously provided with information on environment and energy so that they know how to prevent and solve the problems.

3) Women should take part in training provided by ministries, ministerial departments and other agencies in the issues of environment and resources which are related to their work in the agricultural, industrial, service and other sectors.

4) Awareness on resources conservation should be created in every socio-economic group, emphasizing the role of women groups in rural and urban areas, taking into account the best interest of future generation.

12. Girl Child

A. Innovative policies, programmes, projects and good practices

Thailand prepared the National Policy and Plan of Actions for the Prevention and Eradication of the Commercial Sexual Exploitation of Children in 1996. The recommendations of the First World Congress in Stockholm were also incorporated. The content of the Plan of Actions cover 5 areas as identified on page 23. This Plan of Actions serves as a guideline for all concerned agencies. At present, follow-up of its implementation is in process.

Thailand experienced a success story in the area of laws related to the improvement of the status of the girl child. For example, the new Prevention and Suppression of Prostitution Act of 1996 and the Measures in Prevention and Suppression of Trafficking in Women and Children Act of 1997, which were a revision of former laws, were issued. The labour law was also amended to forbid the employment of child labour below 15 years of age.

The government and concerned parties have carried out campaigns, trying to change men's attitudes towards using the services of the commercial sex business, especially children who work in those operations, persuading fathers and mothers not to sell their children,

as well as using the mass media and conducting many projects to protect women and children from entering sex services.

There are stereotypes of attitudes towards the role of females in general in society. Thailand has reviewed textbooks which present men and women with different and unequal roles. Studies have been carried out to evaluate how social values about gender roles are transmitted through textbooks and other readings. At present, the overall situation is better as reflected by increased numbers and percentages of women's enrolment in public universities in the fields that have traditionally been male-dominated.

The government has also provided the services of informal education, including the uses of media, social mobilization and public campaigns. Informal education, through those supportive methods, can embed an awareness of and the knowledge on exploitative commercial sex which might involve coerciveness, crime, HIV/AIDS and other negative impact on the children and women. In addition, it is hoped this will result in a certain level of changes in attitudes and values towards sexuality and foster an appropriate kind of socialization process both in the families and in the schools.

Scholarship programmes are an important measure to prevent girl children from entering into the commercial business. The government has provided more scholarships through related government departments. For example, the Sema Pattana Cheewit or Sema Life Development Project of the Ministry of Education, initiated in 1994, is providing scholarships to poor girls in the areas with high numbers of girls entering into the sexual business. These girls are the students who tend to quit school after their primary (grade six) and secondary level (grade 9) because of poverty. The project has now been in its second phase with the increase of scholarships awarded from 4,395 in 1994 to 37,395 in 1999. Emphasis has been made on non-formal education and education according to one's own interest, and on vocational training to be made accessible to children who are not in the formal educational system. Furthermore, special attention is given to

education and training management with the involvement of NGOs and the private sector.

To encourage girls to study in scientific fields, concerned organizations have campaigned on this issue by producing posters and distributing them to all schools countrywide.

A major step towards promoting education for children, especially girl children, has been the extension of compulsory schooling from six to nine years, with the current Constitution further providing for the extension of free basic education to twelve years as explained in page 17. The important strategies indicated in the Eight National Economic and Social Development Plan (1997-2010) are the development of every level of education, and improvement of education efficiency.

Family plays a crucial role in a child's life. The family can protect children or can actually push the children into prostitution. Important to parents are: the economic security of the family, knowledge and understanding on the danger and life-threatening risks involved in sending children into prostitution, understanding of the "tricky" methods used by procurers or the false promises usually given by recruiters, understanding about alternatives available for education, parental education, etc. Thailand has formulated the National Policy and Plan for Action for Development of the Family, which is used as a major guideline for family development, as mentioned on page 23.

B. Obstacles encountered

It is obvious in the area of education. Currently, female are denied access to the police and military cadet schools, but there are attempts to change the rules and regulations in order to open up opportunities for them. In addition, Buddhist universities are only for male monks. However, there are some organizations trying to establish a college for nuns.

C. Commitments to further action and initiatives:

1) Continue to implement the National Policy and Plan of Actions of 1996 through campaigning to increase awareness and people's participation in evaluation and reporting.

2) Establish systematic monitoring at the national level as well as at the level of implementing units.

3) Establish systems for collection, analysis and synthesis of data and information as well as develop indicators for use in monitoring, evaluation and further planning.

4) Continue to improve laws, regulations and the efficiency of the judicial processes.

5) Improve coordination among the GOs and the NGOs, and between the GOs and the NGOs.

6) Strengthen areas where there are still weaknesses, e.g., child pornography, reintegration programmes and sex tourism.

8. Q: List any further actions and initiatives which your Government believes should or could be taken to fully implement the Platform for Action beyond the year 2000. Among these, identify which ones your own Government intends to take and when.

A: Further actions and initiatives which should be taken to fully implement the Platform for Action beyond 2000 at the national level as well as at the international level are as follows:

1) Transfer of knowledge on gender to adolescents

It is generally accepted that gender stereotyped attitudes still persist in the Thai society despite all efforts to gender mainstreaming. Generating gender awareness is still centred around public and private organizations and individuals involved, the majority of whom are over 25 years of age. Further efforts should be made to ensure gender equality being genuinely recognized by new generations, basically through family and educational institutions.

2) Gender mainstreaming

Concrete actions in mainstreaming gender perspectives and, in particular, the utilization of gender analysis in policy and decision making and other stages of the development planning should be committed to and reviewed at interval as this is essential to the attainment of a gender equal society.

3) Law amendments and enforcement

The constitution fosters the equal rights of men and women, and laws have been amended accordingly. However, like elsewhere, in Thailand discrimination in laws, rules and regulations still exist to a significant degree. For example, the Civil Codes pertaining to Family Laws on engagement, marriage, divorce, and the rights to use family names as well as the Penal Codes related to abortion and rape are still discriminatory. In many cases, although the laws, rules and policies are not explicitly discriminatory, practical discrimination takes place because of sexual biases. Greater efforts should, therefore, be made to review laws and strengthen law enforcement to achieve de jure and de facto elimination of discrimination against women and to further withdraw Thailand's reservation on Article 16 to CEDAW.

4) Science and information and communication technologies

Information and communication technologies have increasingly played significant roles in the communication and decision making process from every-day life to national development. They facilitate the presentation, communication, dissemination, and utilization of information from home use to national and international levels. Through such systems as the Internet, information is increasing in volume as well as in accessibility. These systems are interactive and offer the possibility to communicate over long distance and across different parts of the world. If such technologies are only for few beneficiaries and many are left out, the gap between those who benefit from them and those who are left aside will grow enormously. This will not only be the case between the rich and the poor but also between women and men since men traditionally are those who benefit from new technologies and get priority to education. Through such new technologies or new electronic networkings, women are offered the potential to more access to information and knowledge, more choices to base their decisions on, and more opportunities to disseminate and exchange information as well as to gain training and expand business

opportunities and networks worldwide. It is crucial that women are empowered to obtain equitable access to such technologies as well as equal opportunity to learn to use the new tools, so as to utilize the knowledge and information for more informed choices to their benefits, as well as to enhance communications among women, groups of women and organizations regardless of distance. Encouraging women to use communication systems and new information technologies is also a means of strengthening women's participation and leadership. It contributes to narrow the knowledge gaps among rural and urban women, and, more importantly to increase women's representation in science and technology.

This is one of the new concerns of the government. However, as far as economic crisis and capital intensive technological infrastructure is concerned, it will take more years beyond the year 2000 to overcome this problem.

5) Enhancement of cooperation and partnership with the civil society

Enhancing cooperation and partnership with the civil society will involve active participation and support of players from a broader range of sectors, which is necessary to strengthen the implementation of policies to promote gender equality. The support of the civil society forum, enhancing and making use of the civil society networks and launching social safety nets programmes are among vehicles to strengthen partnership with the civil society.

6) Globalization and economic crisis.

As the economic crisis still affects the region and the world, further actions to alleviate and deter its world-wide effects, which largely impact on women, need continuing and cooperative efforts among the United Nations community beyond 2000.

7) Increasing of women in policies and decision-making.

Though this constitutes one critical area of concern of the Platform for Action, satisfied outcomes are still a debatable matter. The low level of women's participation in policies and decision-making also indicates the existence of de jure and de facto discrimination

against women in the society. Continuing efforts are intensely needed to empower women in this area.

9. Q: Briefly describe your vision for women's advancement and equality for women in the new millennium.

A: As a vision for women's advancement and equality for women in the new millennium, we foresee situations whereby individual countries and the international community will be moving forwards in concerted efforts to involve, on equal footings with men, women's participation and partnership in all aspects and processes of development. This vision will simply serve to fully address the goals of equality, development, and peace and an ultimate goal of a gender equal society as enshrined in the Platform.

Women's rights to development should also be the centre of attention. This includes full political, civil, economic, social and cultural rights, as well as equal rights in all spheres, manifested in both de jure and de facto.

Women's participation in human rights movement, active and proactive, at the national and local level, will become a part of the National Commission on Human Rights.

Younger generations, both young men and young women, will understand fully the concept of gender equality and women's rights and continue to uphold these principles and practices.

Thailand will withdraw all the reservations in CEDAW.

ANNEX 1

Critical Areas of Concern	Examples of successful policies, programmes and projects to implement the critical areas of concern of the Beijing Platform for Action (Indicate any targets and strategies set and related achievements)	Examples of obstacles encountered /lessons learned	Commitment to further action /new initiatives	Others
<p>1. Women and Poverty</p>	<ul style="list-style-type: none"> - Country-wide skills training centres - Establishment of women's cooperatives which partly provide part-time job for women and girls - Bank of the poor for people losing their job due to economic crisis - Loan with no or low interest 	<ul style="list-style-type: none"> - Insufficient access to the information and services - Assistance did not solve the root causes of the problem - Lack of adequate cooperation among agencies concerned - Conditions for public loans are complicated. - Lack of awareness on gender issues among key personnel formulating national policies/programmes 	<ul style="list-style-type: none"> - To consider a linkage between giving Financial support with other Dimensions for sustainable Development - To develop monitoring systems to Assess the impacts of the interventions, the effectiveness of targeted strategies and the measurement of progress - To develop gender-sensitive strategies to tackle of feminization of poverty - To improve people's thinking and Stimulate women's participation in Decision making 	
<p>2. Education and Training of Women</p>	<ul style="list-style-type: none"> - Expansion of compulsory education to nine years and free basic education to twelve years according to the current Constitution - Scholarships for students whose family 	<ul style="list-style-type: none"> - Lack of follow-up and evaluation and adequate cooperation among related agencies in compiling gender-based statistical data 	<ul style="list-style-type: none"> - To establish a Centre for Life-long Education Support for Women in every region of Thailand - To encourage and support the conduct of gender-based research 	

	<p>are affected by the economic crisis and poor girls to prevent them from entering sexual business</p> <ul style="list-style-type: none"> - Elimination of pro-male quota system in tertiary education - Gender prespective integration in the Office of the Civil service Commission - Provision of overseas scholarships on women's studies 			
<p>3. Women and Health</p>	<ul style="list-style-type: none"> - Reduction of maternal mortality rate - Establishment of the National Reproductive Health Policy - Improved access to health services, safe water and sanitation - Establishment of universal precaution in every hospital - Provision of health and counseling services integrated in the Policies and Plans for the Development of the Family - Campaigns on HIV/AIDs targeted at pregnant wives. - Women health volunteers at village level - Preventive programmes, e.g. family life education and life skills integrated into school curriculum - The " Male Participation in Family 	<ul style="list-style-type: none"> - Occupational health of female workers - Abortion issue 	<ul style="list-style-type: none"> - To intensify health campaigns and Provide health information for women, in particular information concerning health hazards in the workplace - To broadly disseminate information to women, especially the young groups, about pregnancy and contraception in order to prevent unwanted pregnancy, to reduce death from unsafe abortion and to increase access to appropriate and safe methods of contraception - To provide appropriate life skills for students and teenagers - To establish a Health Surveillance System for female workers - To increase concerns on mental health and counseling 	

4. Violence against Women	<p>Planning and Reproductive Health”</p> <p>Project</p> <ul style="list-style-type: none"> - Violence issue has been stipulated in the current Constitution and there are state policy and plans of actions directly dealing with the issue. - Establishment of the National Committee for Family Development and Elimination of Violence against Women and Children and the National Committee on Trafficking in Women and Children. - A hotline centre for practical health services - One-stop Service Units in hospitals in the Bangkok Metropolitan Administration with multi-disciplinary teams to assist the victims - Special units set up by the National Police Bureau in Bangkok and the core provinces, enlisting the services of female police officers - Shelters run by GOs and NGOs - Improved justice system - Amendment of laws regarding violence, prostitution and trafficking 	<ul style="list-style-type: none"> - Violence in the family is still considered a personal matter. - Police officers are not aware of the revised laws and take the matter as a low priority. - Limited resources. - No official estimation of the numbers of women and children being trafficked out of or into Thailand - No bilateral agreements for reintegration and recovery of victims of trafficking. - Lack of adequate concerns and cooperation among countries involved. 	<ul style="list-style-type: none"> - To increase cooperation among GOs and NGOs in adopting multi-disciplinary approaches - To speed up the implementation of the National Policy and Plan of Actions for the Prevention and Eradication of the Commercial Sexual Exploitation of Children of 1996 - To produce a handbook for police and officers in charge of the cases on violence and trafficking of women and children countrywide - To enhance bilateral and multilateral cooperation in the Mekong Sub-Region to counteract the problem of trafficking in the Sub-Region 	
---------------------------	--	---	---	--

	<ul style="list-style-type: none"> - Campaigns for young girls in risk areas to continue their education, involved the participation of parents and the community to assist women and children from being deceived into commercial sex. - Establishment of cooperation among Mekong Sub-Region Countries to combat the problems of cross border trafficking - Development of MOU on the Procedures for Assisting Women and Children as Victims of Trafficking among agencies concerned. - Training courses for police and other law enforcement officials - Not a substantive issue in Thailand. 			
<p>5. Women and Armed Conflict</p> <p>6. Women and the Economy</p>	<ul style="list-style-type: none"> - The new Constitution and Labour Law safeguard gender equity in employment and prohibit sexual harassment - Setting up of Institute for SMEs Development. - The Royal Initiative "Sufficiency Economy" Project using the process of self-reliance in economy development 	<ul style="list-style-type: none"> - Traditional attitudes and values limit women's opportunity in education and training. - Women still work in the area of traditional Occupation. - De facto discrimination against women in the workplace - Welfare and security problems 	<ul style="list-style-type: none"> - To promote equal employment opportunities, fair wages and opportunities for career advancement for women - To protect women in the informal sector - To promote measures to reduce women's responsibilities in housework 	

	<p>District Administrative Organizations for empowering women activities</p> <ul style="list-style-type: none"> - Integration of gender issues into the administrative curriculum/training for district officers and higher rank officers - Compiling data on outstanding women in various fields. - Strengthening women's networks. 		
<p>8. Institutional Mechanisms for the Advancement of Women</p>	<ul style="list-style-type: none"> - Upgrading the status of the National machinery - Initiation of Thai-Women's Information Network - Setting up of the websites of the ONCWA and the focal point of NGOs - Introduction and establishment of the concept and application of Gender-based Analysis among government and non-government agencies - Cooperation with networks within institutions and organizations for gender mainstreaming - Gender mainstreaming in the Civil Service System - Compilation of indicators covering 10 aspects of life and national machinery 	<ul style="list-style-type: none"> - Gender-based Analysis is a new approach - Frozen resources due to the economic crisis - Limitation of existing network members - Inadequacy of sex-disaggregated data from other data producing agencies 	<ul style="list-style-type: none"> - To generate awareness in gender-responsive statistics and information among related government agencies to produce data and information that describe more accurately the socio-economic difference between women and men in society - To encourage dialogues between users and producers of sex-disaggregated data to improve data on women and men - To promote alternative data collection approaches to fill the gaps in the areas where data is lacking - To advocate the institutionalization of gender statistics in data collection of all government agencies - To strengthen the Thai-WINet and

	<ul style="list-style-type: none"> - The Statistical Booklet on Women and Men - Development of additional databases - Joining hands with educational institutions both local and abroad to post existing databases online on the Internet 		<p>promote exchange and sharing of women's information at all levels</p>	
<p>9. Human Rights of Women</p>	<ul style="list-style-type: none"> - The Constitution safeguards human rights of women - Revision of civil and criminal laws - Cancellation of rules and regulations that prohibit women to be appointed to some positions - Legal literacy on human rights - Accession to international conventions on human rights - Proposed Promotion and Protection of Human Rights Bill 	<ul style="list-style-type: none"> - No co-ordinating body at the central level - Old beliefs 	<ul style="list-style-type: none"> - To impose stricter law enforcement - To further revise laws concerning women's rights - To conduct activities and exchange of information to raise awareness and change attitude of the judiciary regarding women's rights - To publicize policies and laws relating to women's right and women's issues - To provide legal literacy for women at all levels - To encourage women's roles and participation - To withdraw the reservation of CEDAW regarding marriage and family matters. 	
<p>10. Women in the Media</p>	<ul style="list-style-type: none"> - A research on "the Use of Media as a Tool for Promoting the Advancement of Women" - Workshop on "Voicing Women in the 	<ul style="list-style-type: none"> - No effective mobilization and organized movements among media producers and consumers to protect women's rights in the media, to use media to improve women's 	<ul style="list-style-type: none"> - To strengthen media producer and consumer groups - To support alternative media 	

	<p>Media”</p> <ul style="list-style-type: none"> - Drafted “ National Plan for the Development of Mass Media, Information Technology and Communication” - Radio Programme emphasizing family education - Production of various forms of media by women-centred organizations - The 24 hours - a day radio broadcast for women - Women’s magazines 	<p>status or to promote women’s participation in the media</p> <ul style="list-style-type: none"> - Small number of women’s participation in decision-making in media institutes - Rural women and women of disadvantaged groups have less access to the media and alternative media for them are inadequate - Media literacy among women is an issue of concern. - Lack of qualitative studies on the issue of women and the media. 	
<p>11. Women and Environment</p>	<ul style="list-style-type: none"> - The Project on the Promotion and Improvement of Women’s Role and the Environment in central and regional areas - 5-years Project on Workshops for Female Agricultural Leaders at the provincial and district levels on health and environmental campaign and technology transfer - Workshop on Women’s Networks in Environmental Development - National Workshop on the Use of Training Modules for Women, Water Supply and Sanitation 	<ul style="list-style-type: none"> - The concept that environment falls into government responsibility and beyond the people’s power. - Women are less aware of their potentials in environmental protection. - Women are not provided with knowledge and understand of the environment which affects their health. - Conflicts among groups of people concerning the use of natural resources. 	<ul style="list-style-type: none"> - To give women in local community, especially in village committees, opportunities to participate in the formulation of the plans on natural resources and environment conservation in the District development Plan. - To continuously provide women with information on environment and energy - To encourage women to take part in training provided by ministerial departments or other agencies on the issues of environment and resources - To create awareness on resources

	<p>Project on Natural Resources Conservation and Environmental Development formulated by women's organizations to be integrated in the District Development Plan</p>	<p>conservation in every socio-economic group, emphasizing the roles of women groups in rural and urban areas and taking into account the best interest of future generation</p>
<p>12. Girl Child</p>	<ul style="list-style-type: none"> - National Policy and Plan of Actions for the Prevention and Eradication of Commercial Sexual Exploitation of Children 1996 and legislation related to the improvement of the status of the girl child - Campaigns to change men's attitudes towards using the service of the commercial sex business, especially children who work in the business, persuading parents not to sell their children, and protecting women and children from entering sex services - Review of textbooks which present men and women in unequal roles - Informal education, using the media, social mobilization and public campaigns to embed an awareness of and knowledge on exploitative commercial sex and to change attitudes. - Scholarships for young girls in "risk" 	<ul style="list-style-type: none"> - To establish systematic monitoring of the implementation of the National Policy and Plan of Action for the Prevention and Eradication of Commercial Sexual Exploitation of Children 1996 - To establish systems for collection, analysis and synthesis of data and information as well as to develop indicators for uses in monitoring, evaluation and further planning - To continue to improve the laws and the judicial system. - To improve coordination among Gos and NGOs and between GOs and NGOs - To strengthen areas where there are still weaknesses, e.g. child pornography, reintegration programmes and sex tourism.

	<p>areas, emphasizing non-formal education and vocational training. Encouraging girls to study in scientific fields. Extension of compulsory education and free basic education according to the Constitution.</p>			
--	--	--	--	--

List of Tables and Figures

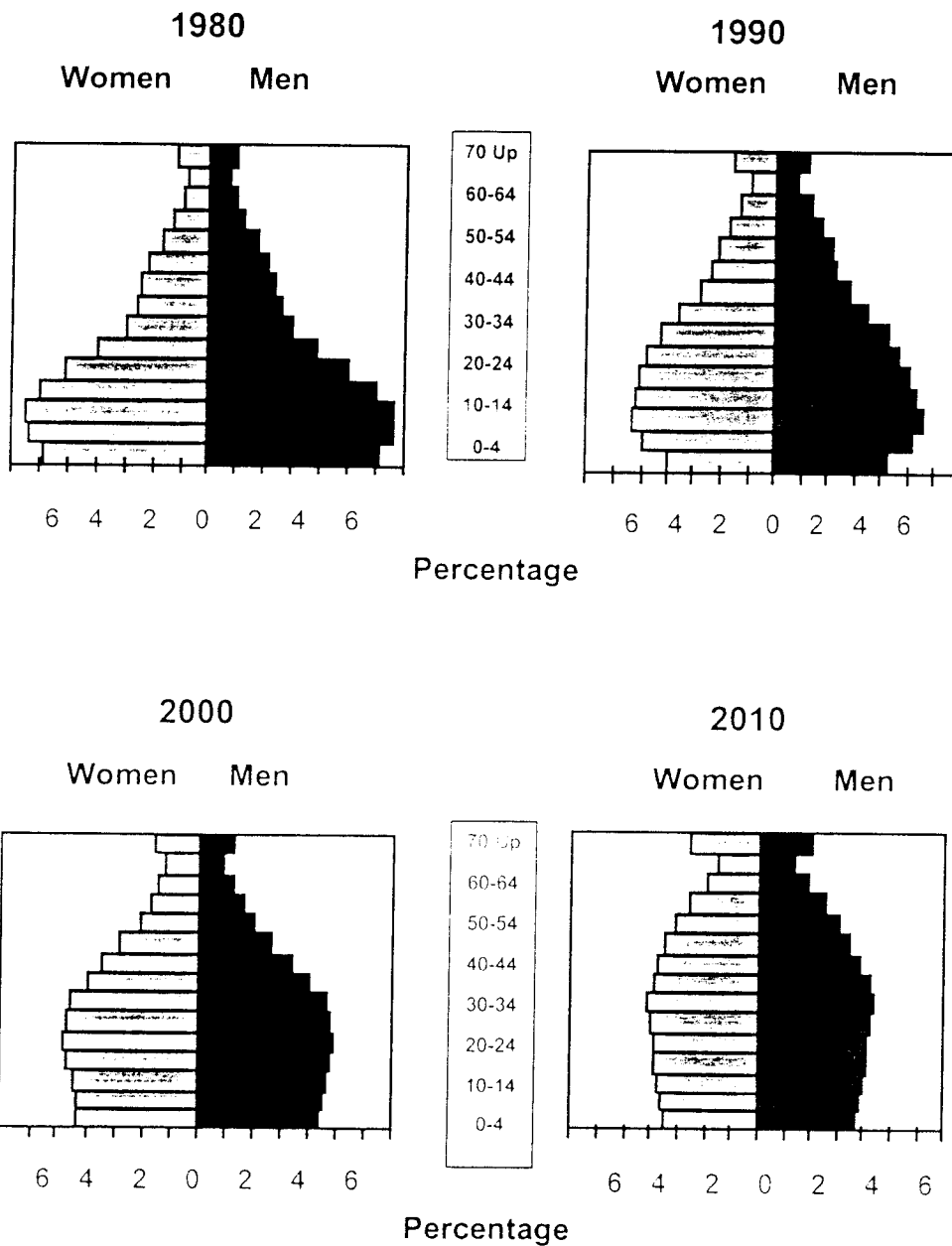
	Page
Population and Household	
Population by Age Group and Sex, 1980-2010	1
Number and Percentage of Population by Age Group and Sex, 1997	2
Number and Percentage of Population Under Poverty Line, 1988-1998	2
Percentage of Household Head by Sex and Marital Status, 1992, 1994	3
Percentage of Female and Male Hilltribe and Number of Household by Province, 1997	4
Number of Registered Persons with Disabilities by Sex and Occupation As at February 5, 1999	5
 Health	
Public Health Situation	6
Life Expectancy at Birth by Sex, Projected 1985-2010	7
First 10 Leading Cause Groups of Death by Rate Per 100,000 Population According to ICD Mortality Tabulation List, 1996	8
Number of AIDS Patients by Age Group and Sex, 1998 and Cumulative Number from September 1984-October 1998	9
AIDS Patients by Risk Factor and Sex, September 1984-October 1997	10
Five Leading Occupation Groups of Female AIDS Patients, September 1984-October 1997	11
Five Leading Occupation Groups of Male AIDS Patients, September 1984-October 1997	11
Number of New Family Planning Acceptors by Method, 1992-1996	12
 Education	
Illiteracy Among Population Aged 13 Years and Over by Sex, 1994	13
Percentage of Students in the Formal School System by Educational Level And sex, Academic Year, 1997	14
Enrolment in Public Universities by Fields of Study, Sex, and by Order of the Proportion of Female Students, 1997	15

	Page	
Non-formal Education Students by Sex, Fiscal Year, 1997	16	
Employment		
Percentage Distribution of Population by Sex and Labor Force Status, 1998	17	
Unemployment Rates, February 1994-1996	18	
Number of Employed Persons by Sex, February 1996, 1998	19	
Percentage of Persons in the Labor Force by Marital Status, Sex, and Area, February 1996, 1998	20	F
Average Wage of Government Employees by Sex and Area, 1996, 1998	21	F
Average Wage of Government Private by Sex and Area, 1996, 1998	21	F
Percentage of Laid-off Employees by Sex and Industry, January 1 - November 20, 1998	22	S
Five Leading Industries with High Percentage of Death and Injury at Work By Sex, 1997	23	F
Five Leading Industries with Illegal Practice toward Female and Child Labor, 1997	24	F
Employment and Unemployment Rate of Children and Youth by Age Group, 1995, 1997	25	P
Number and Percentage of Children and Youth Labor Force by Sex and Age Group, 1997	26	P.
Children and Youth Labor Force Participation Rates by Area, Age Group and Sex, 1997	26	
Percentage of Employed Children and Youth Aged 13-19 Years by Sex, Industries and Area, 1997	27	
Percentage of Children and Youth Aged 13-19 Years Not Attending School Classified by Activities after Leaving School, Age Group, And Sex, 1997	28	
Violence Against Women		
Number of Establishments Offering Sexual Services, 1996-1998	29	
Number of Commercial Sex Workers, 1988-1998	30	
Women Referred to the Protection and Occupational Training Center		

Page		Page
16	According to the Prostitution Prevention and Suppression Act 1996 in Fiscal Year 1996-1998	31
	Imprisonment by Sexual Crimes, 1991-1997	32
	Ratio of Convicted Prisoners by Sex, 1991-1998	33
17		
18	Number of Reported Rape Case and Arrests for Rape, 1982-1985, 1990-1997	34
19		
	Percentage of Female and Male Attorneys, 1993-1997	35
	Percentage of Female Judges, 1986, 1993, 1995, 1998	36
20		
21	Percentage of Female and Male Police Officers at All Levels, 1991-1994, 1997-1998	37
21		
	Social and Political Participation	
22		
	Representation of Women in Local and National Politics, 1998	38
23		
	Participation in National Policy-making Committees by Type of Policy and Sex, 1995-1996	39
24		
	Participation in Civil Service by Level and Sex, 1996	40
	Percentage of Cooperative Member by Sex as at January 1, 1994	41
25		
26		
26		
27		
28		
29		
30		

Population and Household

Population by Age Group and Sex, 1980-2010



Source: Statistical Booklet on Thai Women and Men, 1997

National Statistical Office, Office of the Prime Minister

Number and Percentage of Population by Age Group and Sex 1997

Age (yr.)	Female	Male	% of Female	% of Male
0-14	6,747,282	7,106,497	11.57	12.19
15-44	15,638,466	15,617,205	26.82	26.79
45-59	3,797,742	3,609,816	6.51	6.19
60-85	2,504,507	2,113,261	4.30	3.62
85-	669,812	496,998	1.15	0.85
Total	29,357,809	28,943,777	50.35	49.64

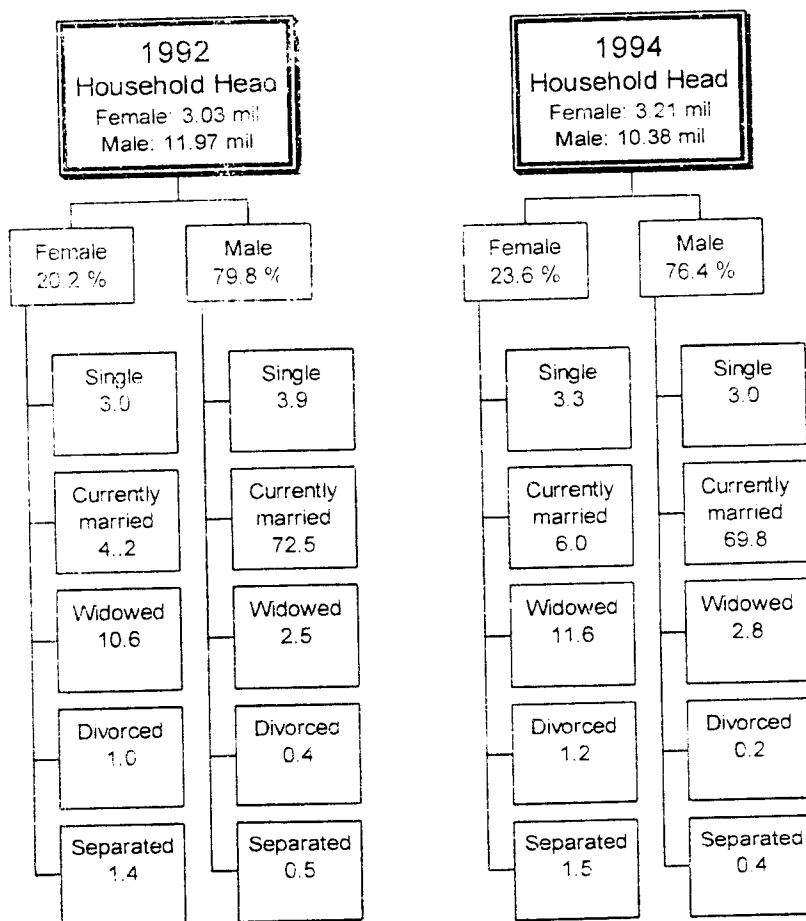
Source: Bureau of Registration Administration, Ministry of Interior

Number and Percentage of Population Under Poverty Line, 1988-1998

Year	Number (in million)	Percentage from total population
1988	17.9	32.6
1990	15.3	27.2
1992	13.5	23.2
1994	9.7	16.3
1996	6.8	11.4
1998 (first quarter)	7.9	13.0

Source: National Statistical Office

Percentage of Household Head by Sex and Marital Status, 1992, 1994



Source: Statistical Booklet on Thai Women and Men, 1997
National Statistical Office

Thailand National Commission on Women's Affairs

Office of the Prime Minister

Percentage of Female and Male Hilltribe and
Number of Household by Province, 1997

Province	Household	% of Female	% of Male	Total (person)
Kanchanaburi	10,771	48.13	51.87	46,500
Prachuap Khiri Khan	869	48.01	51.99	4,314
Petchaburi	1,835	46.75	53.25	8,530
Ratchaburi	2,838	47.82	52.18	10,316
Suchan Buri	900	48.66	51.34	4,008
Kamphaeng Phet	1,507	49.48	50.52	10,332
Chiang Rai	33,129	49.65	50.35	189,950
Chiang Mai	48,625	49.13	50.87	250,627
Tak	21,424	49.41	50.59	112,011
Narai	19,736	49.42	50.58	100,494
Phitsanulok	4,766	49.48	50.52	3,009
Petchabun	3,069	50.13	49.87	12,927
Phrae	2,107	50.11	49.89	10,187
Mae Hong Son	21,770	48.71	51.29	118,018
Lampang	2,865	49.10	50.90	12,543
Lumphun	5,616	49.16	50.84	29,970
Sukhothai	782	48.54	51.46	4,108
Uthai Thani	1,451	48.91	51.09	6,623
Phayao	2,856	49.83	50.17	14,567
Loei	237	51.89	48.11	1,293
Total	187,150	49.21	50.79	991,122

Source: Hilltribe Welfare Division, Department of Public Welfare

Maldivian National Commission on Women's Affairs

Office of the Prime Minister

Number of Registered Persons with Disabilities by Sex
and Occupation as at 5 February 1999

Occupation	Female	Male	Total
Unemployed	41,923	56,744	98,667
Own Account Worker	4,538	9,694	14,232
Private Employee	4,182	8,577	12,759
Government Employee	88	329	417
State Enterprise Officer	29	87	116
Unknown	3,486	4,896	8,382
Others	1,905	3,740	5,645
Total	56,151	84,067	140,218

Source: Office of the Committee for Rehabilitation of Disabled Persons

Department of Public Welfare

Health

Thailand National Commission on Women's Affairs

Office of the Prime Minister

Public Health Situations

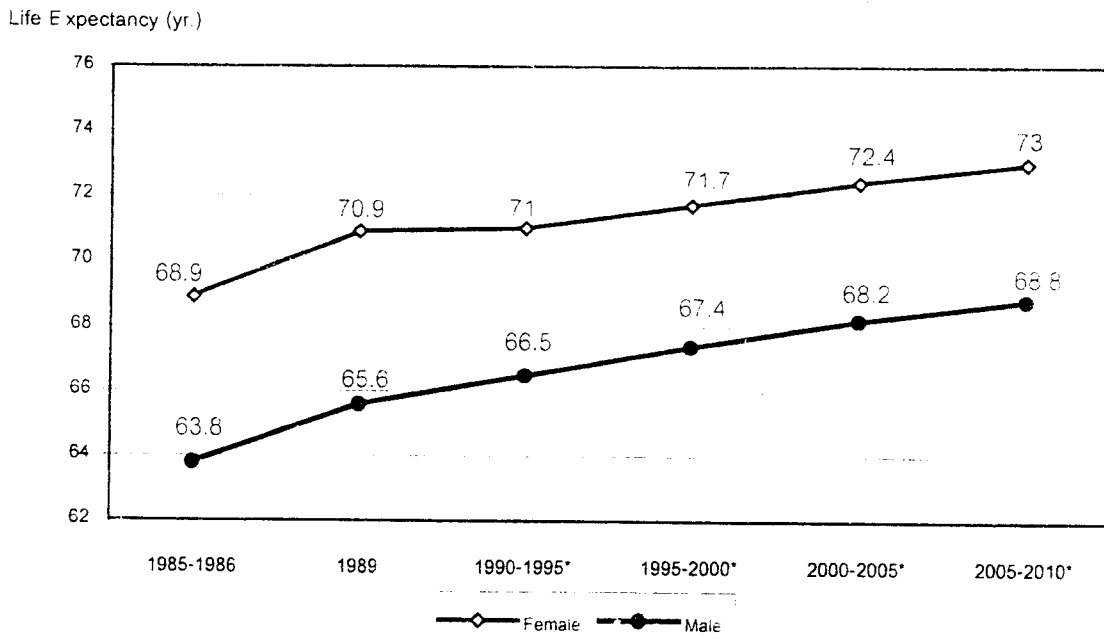
Indicators	Situation in 1996
Population and Family Planning	
Population growth rate	1.1
Total fertility rate (for the year 1998)	1.98*
Percentage of married women of reproductive age using family planning method	75.1%
Percentage of married couples using permanent family planning method	24.6%
Maternal and Child Health Care	
Maternal death rate (per 1,000 livebirths)	0.17/1000
Infant mortality rate (per 1,000 livebirths)	27/1000
Under 5 years old mortality rate (per 1,000 livebirths)	21/1000
Rate of complete criteria antenatal care	83.4%
Rate of child delivery by health personnel and trained midwives	95%
Nutrition	
Second and third degree malnutrition among children under 5 years old	0.58%
First degree malnutrition among children under 5 years old	0.02%
Percentage of birth weight less than 2,500 grams	8.25%
Ratio of population per health personnel/resources	
Physician	3,149:1
Dentist	16,238:1
Pharmacist	9,782:1
Nurse	1,069:1
Hospital bed	465:1

Source: Public Health Statistics 1996 by Ministry of Public Health

* Mahidol Population Gazette; Vol.7 No.1 July 1998

by Institute for Population and Social Research, Mahidol University

Life Expectancy at Birth by Sex, Projected 1985-2010



Source: Statistical Booklet on Thai Women and Men 1997, by National Statistical Office

* National Economic and Social Development Board, Population Projection for Thailand 1990-2020, March 1995

Thailand National Commission on Women's Affairs

Office of the Prime Minister

**First 10 Leading Cause Groups of Death by Rate
Per 100,000 population according to ICD Mortality
Tabulation List, 1996**

Order	Cause Group	Rate		
		Total	Female	Male
1	Diseases of the circulatory system	108.4	82.1	134.8
2	External causes including accident, assault and suicide	78.8	11.9	128.9
3	Neoplasms	51.7	40.6	62.8
4	Diseases of the respiratory system	34.0	21.3	46.9
5	Certain infections and parasitic diseases	31.1	21.7	40.5
6	Diseases of the nervous system	22.0	15.2	28.8
7	Diseases of the digestive system	17.8	10.5	25.5
8	Diseases of blood and blood-forming organs and certain disorders involving the immune mechanism	12.9	5.6	20.2
9	Endocrine, nutritional and metabolic diseases	10.0	5.0	15.0
10	Diseases of the genitourinary system	8.6	5.0	12.2

Source: Public Health Statistics 1996, Ministry of Public Health

1, March 1995

Canada National Commission on Women's Affairs

Office of the Prime Minister

Number of AIDS Patients by Age Group and Sex, 1998 and
cumulative number from September 1984 - October 1998

Age Group (yr.)	1998			Sept 1984-Oct 1998		
	Female	Male	%	Female	Male	%
0-4	178	213	3.85	2,217	2,499	4.74
5-9	42	35	0.78	159	238	0.40
10-14	2		0.02	18	16	0.03
15-19	42	36	0.80	599	499	1.10
20-24	484	562	10.31	4,158	8,263	12.48
25-29	762	2,109	28.30	5,157	23,444	28.73
30-34	466	2,097	25.29	3,366	19,815	23.28
35-39	266	1,266	15.10	1,894	12,147	14.10
40-44	153	645	7.87	1,020	6,120	7.17
45-49	72	315	3.82	519	3,034	3.57
50-54	40	136	1.75	237	1,486	1.73
55-59	13	73	0.85	163	1,014	1.18
60+	12	117	1.27	156	1,246	1.41
Unknown	-	1	0.01	12	59	0.07
Total	2,537	7,607	100.00	19,675	79,880	100.00

Source: Epidemiology Division, Office of the Permanent Secretary, Ministry of Public Health

AID

Sex

Intra

Blox

Ver

Oth

UNI

Tot

Not

Sou

Thailand National Commission on Women's Affairs
Office of the Prime Minister

AIDS Patients By Risk Factor and Sex, September 1984 - October 1997

Risk Factor	Number			Percentage		
	Women	Men	Total	Women	Men	Total
Sexual Orientation						
- Homosexual	-	820	820	-	0.82	0.82
- Bisexual	-	426	426	-	0.43	0.43
- Heterosexual	16,090	64,222	80,312	16.16	64.51	80.67
- Unidentified	-	-	682	-	-	0.69
Intravenous Drug Injection	104	5,231	5,335	0.1	5.25	5.36
Blood Transfusion	16	33	49	0.02	0.03	0.05
Vertical Transmission	2,360	2,714	5,074	2.37	2.73	5.1
Others	-	4	4	-	-	-
Unidentified	1,003	5,850	6,853	1.01	5.88	6.88
Total	19,675	79,879	99,555	19.66*	79.65*	100.00

Note: * Total percentage of female and male patients does not include patients with sexual risk factor whose sex and type of sexual relation are unidentified.

Source: Epidemiology Division, Office of the Permanent Secretary,
Ministry of Public Health

Five Leading Occupation Groups of Female AIDS Patients,
September 1984 - October 1997

No.	Occupation	Number	% Share among Women
1	Wage Work	6,594	33.49
2	Agriculture	4,244	21.55
3	Housework	2,657	13.49
4	Preschool Children	2,351	11.94
5	Trading	995	5.05

Five Leading Occupation Groups of Male AIDS Patients,
September 1984 - October 1997

No.	Occupation	Number	% Share among Men
1	Wage Work	36,462	45.65
2	Agriculture	17,075	21.38
3	Unemployed	3,301	4.13
4	Trading	3,285	4.11
5	Preschool Children	2,710	3.39

Source: Epidemiology Division, Office of the Permanent Secretary, Ministry of Public Health

Thailand National Commission on Women's Affairs

Office of the Prime Minister

Number of New Family Planning Acceptors by Method, 1992-1996

Method	1992	1993	1994	1995	1996
Intra uterine device	102,419	91,113	71,902	68,450	52,462
Oral pills	664,201	690,052	545,968	511,691	485,755
Female Sterilisation	136,960	132,143	118,007	128,095	111,521
Vasectomy	7,828	7,020	5,182	5,025	6,235
Injection	592,412	658,893	340,088	663,617	628,458
Condom	128,403	136,004	104,632	91,355	82,347
Others	56,364	36,171	29,853	29,927	71,303
Total	1,688,618	1,751,426	1,483,513	1,493,584	1,445,111

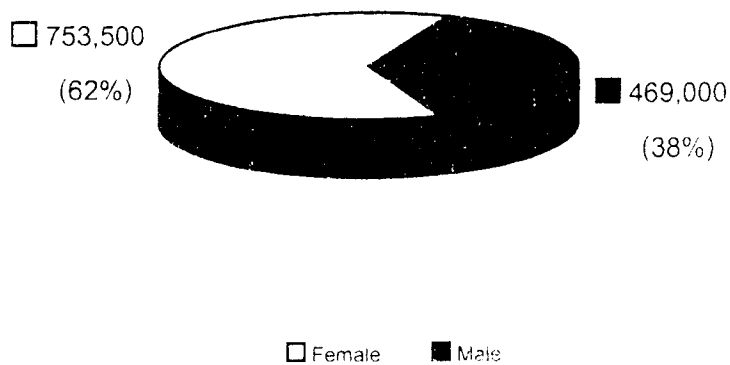
Source: Statistical Yearbook, 1997

National Statistical Office

Education

Thailand National Commission on Women's Affairs
Office of the Prime Minister

Illiteracy Among Population Aged 13 Years and Over by Sex, 1994



Source: 1994 Report of the Literacy Survey 1994 by National Statistical Office

Percentage of Students in the Formal School System
by Educational Level and Sex, Academic Year 1997*

Educational Level	Percent		Total
	Female	Male	
Pre-elementary	49.10	50.90	2,107,381
Elementary	48.46	51.54	5,399,857
Lower Secondary	47.50	52.50	2,348,878
Higher Secondary	54.82	45.18	797,938
Total	48.85	51.15	10,654,054

Note: * Not including schools of all types in Bangkok, whose data compiling systems are different.

Source: Office of Policy and Planning, Office of the Permanent Secretary, Ministry of Education

Enrc
and

Orde

1

2

3

4

5

6

7

8

9

10

11

NOTE

Source

Thailand National Commission on Women's Affairs

Office of the Prime Minister

Enrolment in Public Universities by Fields of Study, Sex,
and by Order of the Proportion of Female Students, 1997

Order	Fields of Study	Number			% of Female
		Female	Male	Total	
1	Humanities, Religion and Theology	17,368	4,672	22,040	78.80
2	Medical Science and Health Studies	40,849	14,484	55,333	73.82
3	Social Science*	224,324	161,229	385,553	58.18
4	Education and Teacher Training	32,900	24,082	56,982	57.74
5	Natural Science**	22,229	21,878	44,107	50.40
6	Fine Art and Applied Art	1,481	1,838	3,319	44.62
7	Agriculture, Forestry, and Fishery	11,249	15,311	26,560	42.35
8	Law Studies	21,520	85,289	106,809	20.15
9	Engineering***	7,147	38,376	45,523	15.70
10	Others	1,607	1,629	3,236	50.58
	Total	380,734	368,788	749,522	50.80

Note: * Social Science includes Social and Behavioral Studies, Business Management and Commerce, Mass Communication Studies, and Home Economics

** Natural Science includes Natural Science, Mathematics and Computer Science

*** Engineering includes Engineering, Architecture, and Town Planning

Source: Bureau of Policy and Planning, Ministry of University Affairs

Non-formal Education Students by Sex, Fiscal Year 1997

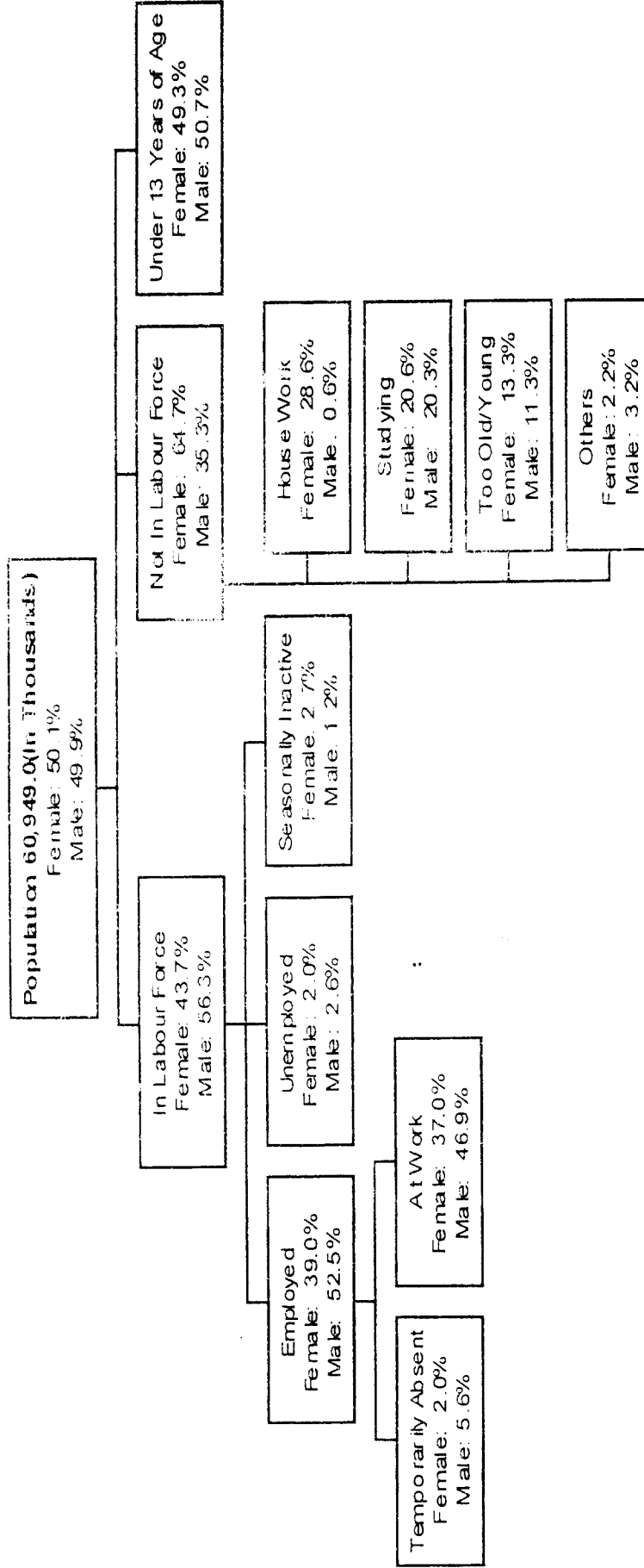
Types of Activity	% of female	% of male	Total number
General Education			
- Classroom Type	43.79	56.21	99,378
- Distance Type	48.54	51.46	1,956,087
- Self Instructional Type	54.38	45.62	219,223
Vocational Certificate Curriculum 1990	51.76	48.24	32,744
Vocational Certificate Curriculum 1996	67.23	32.77	3,079
Short-term Vocational course	65.65	34.35	448,328
Interest Group	62.88	37.12	377,773
Functional Education	51.20	48.80	91,128
Total	52.97	47.03	3,227,740

Source: Non-formal Education Statistics, Fiscal Year 1997.

by Non-formal Education Department, Ministry of Education

Employment

Percentage Distribution of Population by Sex and Labor Force Status, 1998



Source: Report of the Labor Force Survey, Whole Kingdom, February, 1998 (Round 1)

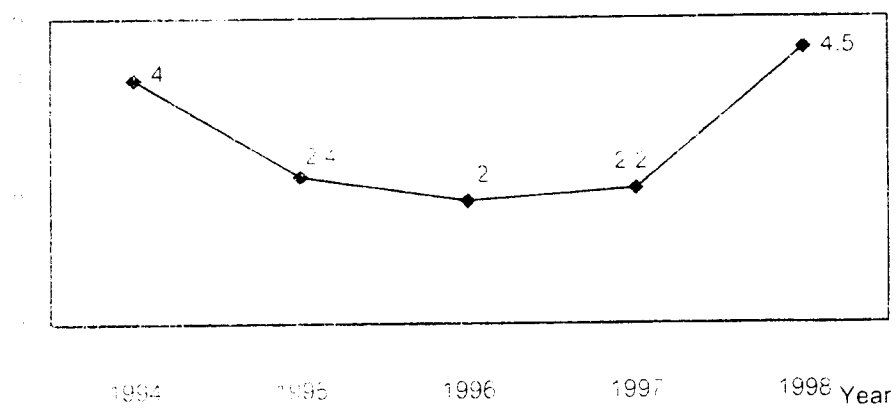
National Statistical Office

National Commission on Women's Affairs

Office of the Prime Minister

Unemployment Rates February 1994-1996

Percentage



Source: Labor Force Survey, February 1994-1998 (Round 1)

National Statistical Office, Office of the Prime Minister

Thailand National Commission on Women's Affairs
Office of the Prime Minister

Number of Employed Persons by Sex (February 1996, 1998)

(In Thousands)

Area	1996		1998	
	Female	Male	Female	Male
Municipal Area	2,863.4	3,478.6	3,045.7	3,513.6
Non-Municipal Area	9,981.2	13,775.8	9,483.5	13,370.0
<i>Total</i>	<i>12,844.6</i>	<i>17,254.4</i>	<i>12,529.2</i>	<i>16,883.6</i>

Source: Report of the Labor Force Survey, Whole Kingdom: February 1996, 1998

National Statistical Office

National Commission on Women's Affairs

Office of the Prime Minister

Percentage of Persons in the Labor Force by Marital Status, Sex and Area,
February 1996, 1998

Marital Status	1996				1998			
	Municipal Area		Non-Municipal Area		Municipal Area		Non-Municipal Area	
	Female	Male	Female	Male	Female	Male	Female	Male
Single	63.5	63.8	56.8	66.3	61.8	59.4	51.5	65.3
Married	63.3	88.9	71.5	92.7	65.5	87.9	68.9	91.7
Widowed	28.8	33.5	37.8	46.1	32.9	33.1	36.7	41.2
Divorced	82.6	77.1	77.1	77.4	74.8	79.3	76.1	84.5
Separated	67.8	78.8	75.5	80.9	75.5	76.1	70.7	87.8

Source: Report of the Labor Force Survey, Whole Kingdom: February 1996, 1998

National Statistical Office

Perce
Janua

Wear

Toys &

Ornan

Textile

Footw

Electr

Plast

Power

Diary

Finan

Servic

Food

Source

Thailand National Commission on Women's Affairs
Office of the Prime Minister

Average Wage of Government Employees by Sex and Area, 1996-1998
(in Thousands)

Year	Municipal Area		Non-Municipal Area	
	Female	Male	Female	Male
1996	11,098.1	11,588.5	8,453.7	8,264.9
1997	12,039.8	12,544.2	8,904.0	8,374.0
1998	12,358.6	13,976.6	9,248.9	9,114.9

Source: Report of the Labor Force Survey, Whole Kingdom: February 1996 - 1998
National Statistical Office

Average Wage of Private Employees by Sex and Area, 1996-1998
(In Thousands)

Year	Municipal Area		Non-Municipal Area	
	Female	Male	Female	Male
1996	5,475.6	7,551.7	3,085.7	3,831.4
1997	6,728.4	8,521.2	3,412.3	4,282.3
1998	6,614.0	8,719.2	3,640.5	4,436.0

Source: Report of the Labor Force Survey, Whole Kingdom: February 1996 - 1998
National Statistical Office

Five
by \$

Mar
Oth
Mar
Fore
One

Note

Sou

Percentage of Laid-off Employees by Sex and Industry,
January 1-November 20, 1998

Industry	Percentage of Laid-off Employees	
	Female Labor	Male Labor
Wearing Apparel	92.34	7.66
Toys & Souvenir	89.14	10.86
Ornaments	87.65	12.35
Textiles	87.52	12.48
Footwear & Leather Products	79.13	20.87
Electrical Appliance & Electronic	70.90	29.02
Plastic Products	69.48	30.52
Pottery	69.27	30.73
Department Store	66.53	33.47
Financial Institutes	58.73	41.27
Services	55.47	44.53
Food & Beverage	53.02	46.98

Source: Labor Studies and Planning Division, Department of Labor Protection and Welfare

Thailand National Commission on Women's Affairs
Office of the Prime Minister

98

Five Leading Industries with High Percentage of Death and Injury at work
by Sex, 1997

Industry	Death		Injury	
	%Female	%Male	%Female	%Male
Manufacture of Textiles and Accessories	0.00	0.09	46.49	53.42
Other Manufacturing Industries	-	0.09	36.22	63.69
Manufacture of Food & Beverage	0.18	0.4	31.01	68.4
Forestry & Wood Products	-	0.17	30.88	68.96
Chemical Products & Petroleum	0.00	0.11	27.93	71.96

Note: The survey has been conducted among the establishments covered by the Office of
Workmen's Compensation Fund (with 10 or more employees)

Source: Social Security Statistics, 1997

Social Security Office, Ministry of Labor and Social Welfare

Five Leading Industries with Illegal Practice toward Female and Child Labor, 1997

Industry	Number of Establishment Inspected	Illegal Practice	
		Number	%
Construction	3,177	1,744	54.89
Manufacturing	12,222	5,999	49.09
Wholesale & Retail Trade, Restaurants & Hotel	16,863	8,212	48.69
Mining & Quarrying	301	143	47.50
Transport Storage & Communication	1,218	578	47.45

*Note: The indicators for illegal practice are working conditions, the permission for maternity leave, the payment between maternity leave and the working time of child labor.

Source: Labor Studies and Planning Division, Department of Labor Protection and Welfare

Employment and Unemployment Rate of Children and Youth by Age Group, 1995,1997

Age Group	1995				1997			
	Employment Rate		Unemployment Rate		Employment Rate		Unemployment Rate	
	Female	Male	Female	Male	Female	Male	Female	Male
13-14	86.7	91.5	5.0	2.2	80.8	87.1	9.0	6.1
15-19	84.6	84.0	4.7	6.1	87.5	90.9	6.3	4.5

Source: Child Labor by National Statistical Office

National Commission on Women's Affairs

Office of the Prime Minister

Number and Percentage of Children and Youth Labor force
by Sex and Age Group, 1997

Sex	Age Group			
	13-14		15-19	
	Number ('000)*	%	Number ('000)*	%
Female	84.7	0.6	311.8	6.5
Male	107.9	0.6	1,124.6	6.3
Total	192.6	0.6	2,036.4	6.4

Source: Child Labor by National Statistical Office

Note : * Number is in thousands.

Labor Force Participation Rates by Area, Age Group and Sex, 1997

Age Group	Municipal Area		Non-Municipal Area	
	Female	Male	Female	Male
13-14	5.9	6.3	8.1	10.2
15-19	27.1	30.3	33.5	40.3

Source: Child Labor by National Statistical Office

Thailand National Commission on Women's Affairs
Office of the Prime Minister

Percentage of Employed Children and Youth Aged 13-19 Years by Sex, Industries and Area, 1997

Industry	Municipal Area				Non-Municipal Area			
	13-14		15-19		13-14		15-19	
	Female	Male	Female	Male	Female	Male	Female	Male
Agriculture	4.2	2.3	0.4	2.1	57.5	57.3	40.3	45.9
Manufacturing	22.5	22.4	24.8	27.9	13.6	13.2	32.1	19.1
Construction	-	7.5	3.1	10.5	4.0	17.4	5.1	13.9
Commerce	39.2	39.3	27.2	27.7	18.1	11.4	12.0	12.2
Transport	-	-	1.5	11.4	-	-	-	1.2
Services	34.2	28.0	41.5	19.8	6.7	0.7	10.5	6.7
Others	-	-	1.5	0.8	-	-	0.1	0.9

Source: Child Labor by National Statistical Office

Violence Against Women

Maldives National Commission on Women's Affairs

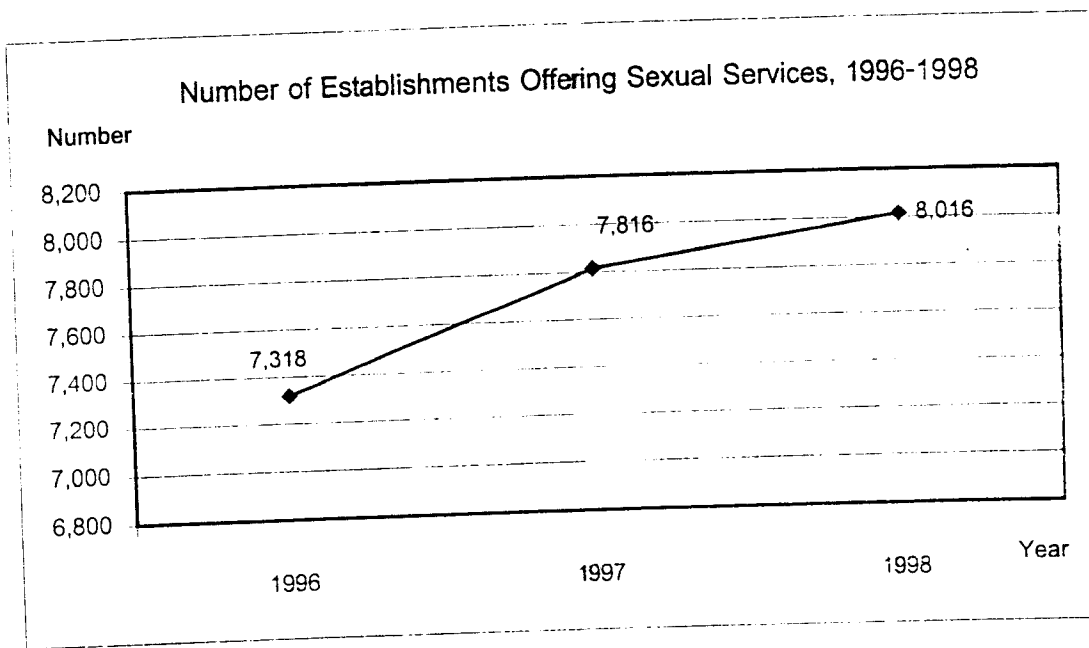
Office of the Prime Minister

Percentage of Children and Youth Aged 13-19 Years Not Attending School Classified
By Activities After Leaving School, Age Group and Sex, 1997

Activities	13-14		15-19	
	Female	Male	Female	Male
Working	29.9	32.6	42.6	43.6
Working as unpaid family worker	25.8	32.6	34.4	36.9
Occupational training, studying	2.0	0.1	0.5	2.3
Looking for work	2.2	2.8	1.6	3.2
Doing Housework	25.3	5.3	13.5	3.4
Religious ordained	-	1.4	0.5	0.8
Being sick or disable	3.8	7.8	1.5	1.4
Playing, under the age limit	1.5	2.4	0.2	-
Being at home without working	8.2	8.4	2.8	4.8
Roaming	-	5.2	0.3	2.2
Others	-	1.2	0.1	0.4
Unknown	1.3	0.2	1.9	1.0

Source: Child Labor by National Statistical Office

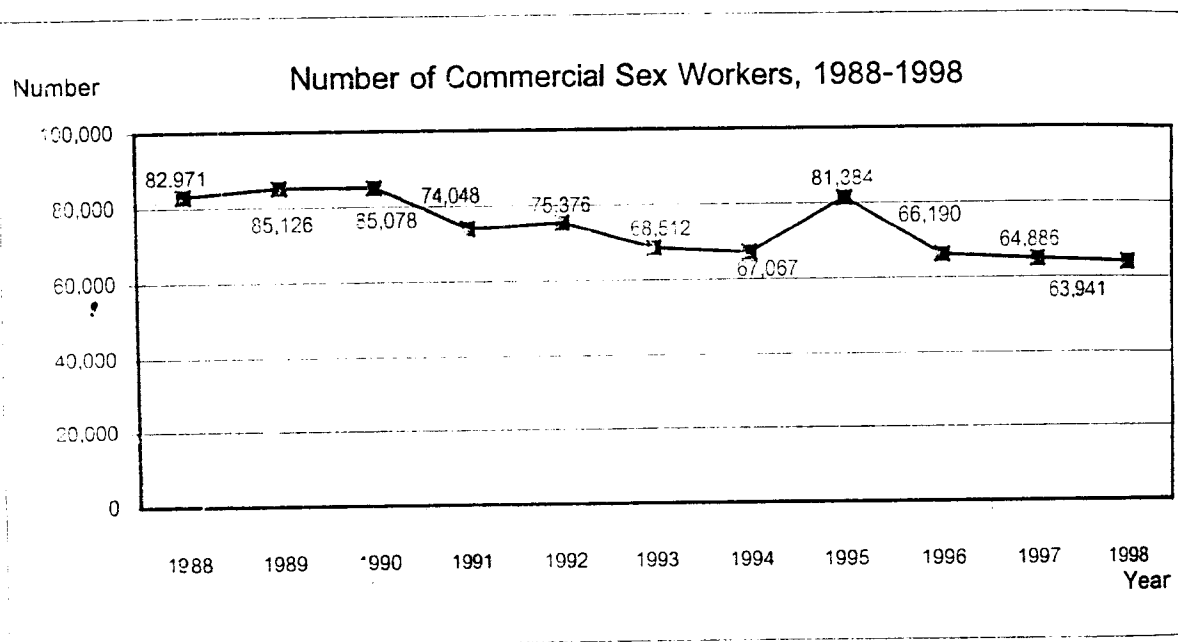
Thailand National Commission on Women's Affairs
Office of the Prime Minister



Source: Report on the Survey on Commercial Sex Workers and the Establishments Offering Sexual Services, 1996-1998

Thailand National Commission on Women's Affairs

Office of the Prime Minister

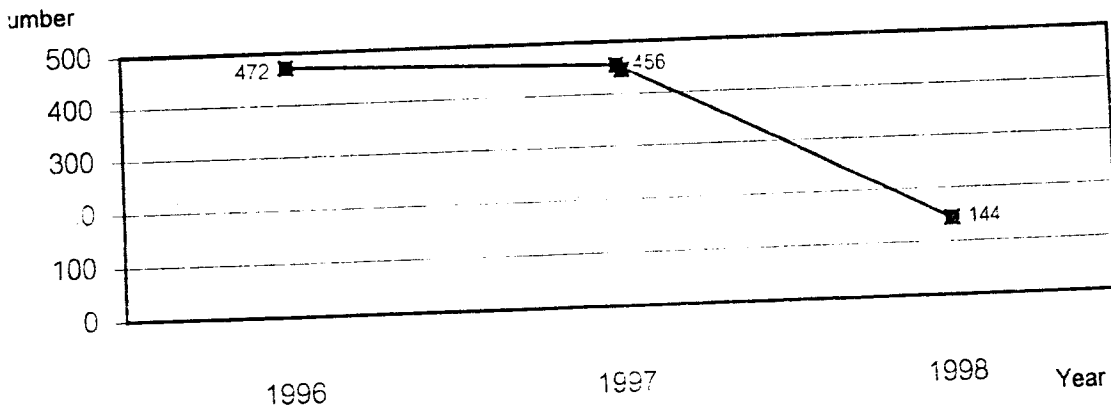


source: Statistics in 1988-1997 are drawn from Statistical Booklet on Thai Women and Men, 1997

Statistics in 1998 are from Report on the Survey on Commercial Sex Workers and Establishments Offering Sexual Services, 1998

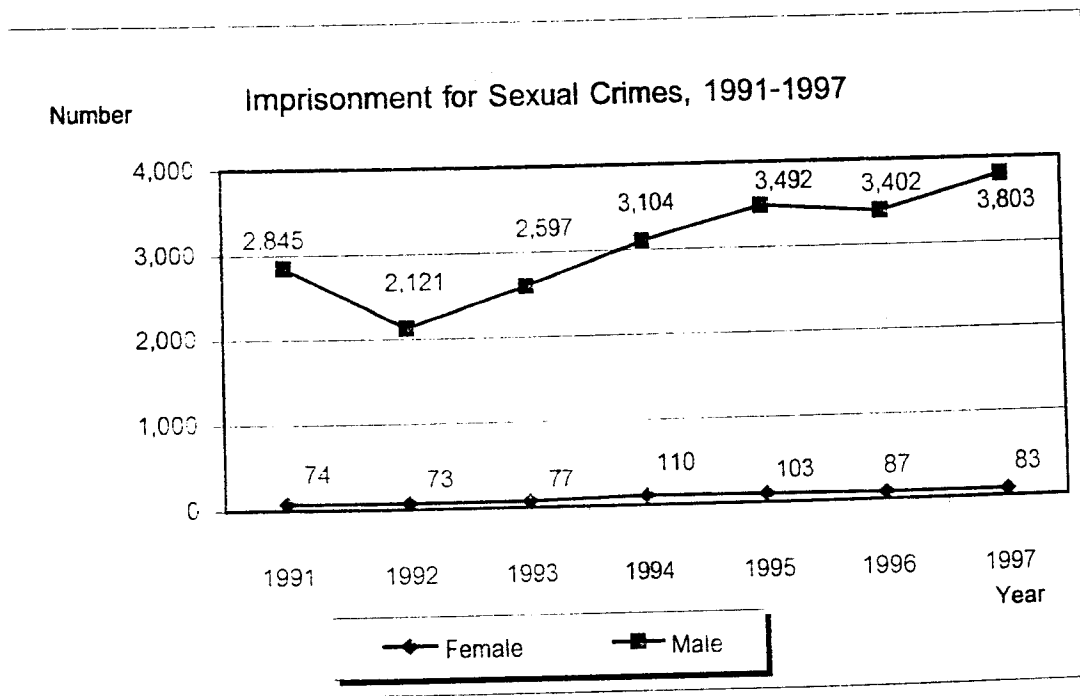
Thailand National Commission on Women's Affairs
Office of the Prime Minister

Women Referred to the Protection and Occupational Training Center
According to the Prostitution Prevention and Suppression Act B.E. 2539
(1996), in Fiscal Year 1996-1998



Source: Occupational Assistance Division, Department of Public Welfare

Ireland National Commission on Women's Affairs
Office of the Prime Minister



Source: Department of Corrections, Ministry of Interior

Thailand National Commission on Women's Affairs
Office of the Prime Minister

Ratio of Convicted Prisoners by Sex, 1991-1998

Year	Female	Male	Total	Ratio W/M
1991	5,171	69,077	74,248	1:13
1992	4,798	59,047	63,845	1:12
1993	4,749	57,365	62,114	1:12
1994	5,624	64,611	70,235	1:11
1995	6,519	73,920	80,439	1:11
1996	6,401	58,935	65,336	1:9
1997	8,855	66,465	75,320	1:8
1998	12,808	84,219	97,027	1:7

Source: Department of Corrections, Ministry of Interior

Thailand National Commission on Women's Affairs

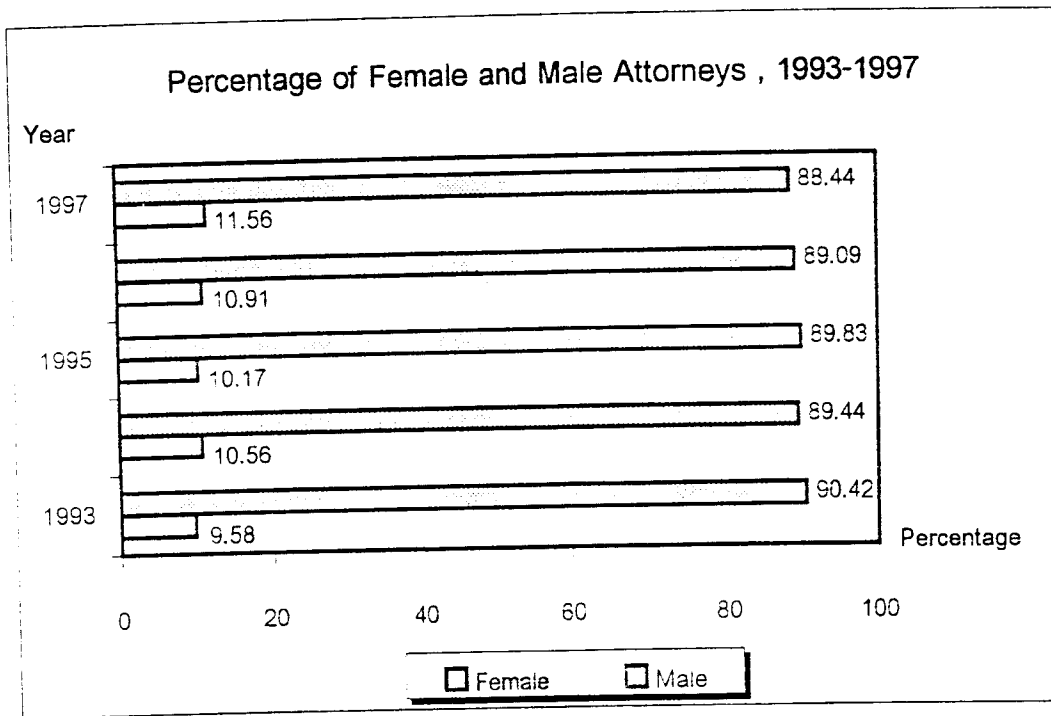
Office of the Prime Minister

Number of Reported Rape Cases and Arrests
for Rape, 1982-1985, 1990-1997

Year	No. of Reported Rape Cases	No. of Arrests
1997	3,726	2,565
1996	3,569	2,566
1995	3,769	2,668
1994	3,642	2,567
1993	3,356	2,149
1992	2,742	1,996
1991	2,548	1,833
1990	2,514	1,742
1985	2,609	1,696
1982	2,546	1,586

Source : National Police Bureau

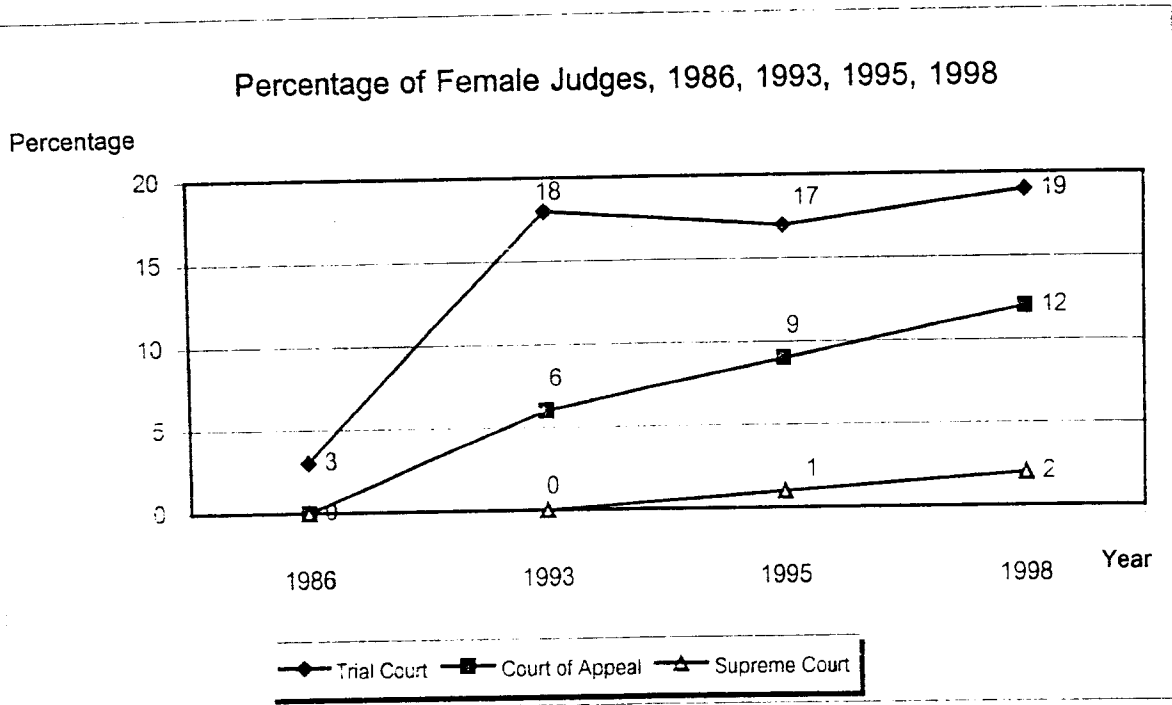
Thailand National Commission on Women's Affairs
Office of the Prime Minister



Source: Department of the State Attorney Commission, Office of the Attorney General

Thailand National Commission on Women's Affairs

Office of the Prime Minister



Source: The Secretariat of the Judicial Service Commission, Office of the Judicial Affairs,

Ministry of Justice

Thailand National Commission on Women's Affairs

Office of the Prime Minister

Percentage of Female and Male Police Officers At All Levels, 1991-1994, 1997-1998

Year	Percentage of Female and Male Police Officers					
	Commissioned Police Officers			Non-Commissioned Police Officers		
	%Female	%Male	Total No.	%Female	%Male	Total No.
1991	6.03	93.97	21,187	2.47	97.53	146,712
1992	6.17	93.83	22,376	2.26	97.74	152,328
1993	7.71	92.29	23,533	2.23	97.77	162,061
1994	7.90	92.10	24,784	3.42	96.58	174,858
1997	8.36	91.64	28,793	4.26	95.74	200,437
1998	8.27	91.73	32,373	3.86	96.14	203,509

Source: Personnel Quota Division, The Royal Thai Police, Ministry of Interior

Thailand National Commission on Women's Affairs

Office of the Prime Minister

Representation of Women in Local and National Politics, 1998

Positions	Female	Male	% of Female
Local Level			
<i>Provincial government:</i>			
- Provincial Governor	1	74	1.3
- Vice Provincial Governor	2	165	1.2
- Deputy Governor	-	75	0.0
- District Chief Officer	1	791	0.1
- Bangkok District Chief Officer	5	45	10.0
- Assistant District Chief Officer	508	5,525	8.4
<i>Elected Local Administration:</i>			
- Provincial Administrative Council Member (1995 Election)	136	2,012	6.3
- Municipal Council Member (1995 Election)	160	1,796	8.2
- Subdistrict Administrative Council Member (until 1997)	12,172	177,034	6.4
- Subdistrict Council Member (until 1997)	300	7,426	3.9
- Subdistrict Head	131	6,942	1.9
- Village Head	1,462	59,565	2.4
National Level			
Member of Parliament (1996 Election)	22	371	5.6
Senator (1996 Appointment)	21	237	8.1
Cabinet	2	47	4.1
National Political Party			
Party Leader	1	23	4.2
Party Secretary	2	22	8.3
Party Board of Director Member	48	321	13.0

Sources: Ministry of Interior

The Secretariat of the House of Representatives

The Secretariat of the Senate

The Secretariat of the Cabinet

Bangkok Metropolitan Administration

Office of the Board of Election

Social and Political Participation

Thailand National Commission on Women's Affairs

Office of the Prime Minister

Participation in National Policy-making Committees by Type of Policy and Sex, 1995-1996

Type of Policy (number of committees)	Number of committee members			% of Female
	Female	Male	Total	
Planning and management of natural resource (9 committees)	9	237	246	3.66
Management of large-scale infrastructure system (3 committees)	1	62	63	1.59
Economic and investment (4 committees)	2	76	78	2.56
Political affairs (4 committees)	15	159	174	8.62
National security affairs (2 committees)	7	35	42	16.67
Legal affairs (3 committees)	1	38	39	2.56
Social affairs [education, culture, women, children, and older persons] (7 committees)	48	133	181	26.52
Management of human resource (3 committees)	7	61	68	10.29
Dealing with immediate problems (3 committees)	6	74	80	7.5
Governmental Public Relations (1 committee)	2	11	13	15.38
Foreign affairs [social development, economy and laws] (12 committees)	38	221	259	14.67
Research Policy and Planning (10 committees)	14	156	170	8.24
Total	150	1,263	1,413	10.62

Source: Women's Political Participation: Paper for Seminar on "Women and Political Reform"

Women's International Day 1997 by Office of the National Commission on Women's Affairs

Thailand National Commission on Women's Affairs

Office of the Prime Minister

Participation in Civil Service by Level and Sex, 1996

Level	Number			% of Female
	Female	Male	Total	
11	2	29	31	6.45
10	49	415	464	10.56
9	341	1,301	1,642	20.77
8	2,676	6,501	9,177	29.16
7	15,458	17,204	32,662	47.33
6	28,776	29,325	58,101	49.53
5	58,291	41,943	100,234	58.15
4	41,463	28,370	69,833	59.37
3	36,123	28,749	64,872	55.68
2	21,070	9,357	30,427	69.25
1	4,066	2,053	6,119	66.45
Total	208,315	165,247	373,562	55.76

Source: Government's Human Resource 1996 by Office of the
Civil Service Commission

Thailand National Commission on Women's Affairs

Office of the Prime Minister

Percentage of Cooperative Member by sex collected as at
January 1, 1994

Cooperative Classification	% of Female	% of Male	Total
Agricultural Cooperative	24.76	75.24	3,287,358
Fishery Cooperative	17.32	82.68	8,030
Land Settlement Cooperative	31.52	68.48	109,740
Savings Cooperative	35.38	64.62	1,648,561
Retail Shop Cooperative	45.53	54.47	687,078
Service Cooperative	13.4	86.6	103,194
Total	30.1	69.89	5,543,961

Source: The Cooperative Promotion Department, Ministry of Agriculture and Cooperatives